

NEW HAMPSHIRE BOARD OF NURSING

February 2005

Official Publication of the New Hampshire Board of Nursing

In This Issue:

From the Executive Director page 1

Center for Nursing page 5

NEW FEES Effective April 1, 2005 page 7

Orientation Program for New Nurse Leaders page 9

From the Board Chair page 11

Duplicate Licenses page 15

Board Actions page 21

Clinical Practice Advisories page 23

Licensing Questions page 27

Board of Nursing Calendar page 36





"Save the Dates"

Wednesday April 20, 2005 Licensed Nursing Assistant Annual Meeting and Conference

Wednesday June 1, 2005 RN/LPN Day of Discussion

Grappone Conference Center Concord, NH

Conference details and registration forms will be posted on-line and in this newsletter.

Wilson J. (1989) A kindly interest: The men and women of Concord Hospital and its school of nursing 1884-1989, W. Kennebunk, ME: Phoenix Publishing.



NEW FEES Effective April 1, 2005 (page 7)

Opportunity Awaits You In Springfield, Vermont



Springfield.... Nestled at the foot of the beautiful, rolling Green Mountains of Vermont, the town of Springfield is located in the Southeastern region of this lovely state. Southern Vermont is also known as the Places in History Travel Region due to its historical significance prior to the Revolutionary War and beyond. During the 20th century, famed artists such as Norman Rockwell, Rudyard Kipling, and Robert Frost have maintained homes here.

Springfield Hospital is a full-service, not-for-profit voluntary hospital serving 16 area communities in southeastern Vermont and southwestern New Hampshire. Fully accredited by the JCAHO and licensed by the State of Vermont Department of Health, Springfield Hospital has a 69 bed capacity and is continually enhancing its services.

Springfield Hospital is in search of Registered Nurses with experience in the following fields:

ICU Med/Surg Psychiatric Care

We have created an environment where employees want to work, physicians want to practice medicine, and patients want to receive care. If you have been looking for more than just a job, I encourage you to contact me to discuss a "great" career. jlaraway@springfieldhospital.org or 802-885-7641





25 Ridgewood Road, Springfield, VT 05156

Equal Opportunity Employer

http://www.springfieldhospital.org

Job Line: 802-885-2999 x140

From the Executive Director

By Margaret J. Walker, MBA, BS, RN, Executive Director

Happy New Year to one and all. The Board have introduced Nurse Practice Act legislation in this legislative session with Senator Joseph Kenney as the prime sponsor. We are hopeful this legislation will pass the legislature without significant changes to the document. Many licensees have worked on this document and feel it is a reflection of nursing practice needs for New Hampshire Nurses and Nursing Assistants. Please review this proposed legislation and stay involved with this process. It is important that all licensees invest their time and energy in this endeavor to assure successful passage of this very important bill for nursing and nursing assistant practice. To review this bill and other related information, the Board website is www.state.nh.us/nursing.

It will be important for all licensees to remain informed and involved with this legislation by providing education to your legislative representatives. It is essential that these governing legislators have resources from the nursing profession to assist their decision-making of your profession. If you wish to receive legislative updates, email the Board at

boardquestions@nursing.state.nh.us and we will place you on the distribution list to receive updates.

The Board composition has recently changed with Richard Brother's, RN, resignation in December. Richard's appointment as Commissioner of Employment Security will be time consuming and thus he has stepped down. Elizabeth Gabler, Consumer Member, has also stepped down in order to pursue her college courses in education. We wish Richard and Elizabeth great luck with their pursuits and thank them for their service to the NH Board of Nursing.

The Walker Building location has been an easier location for licensees using our walk in services. In October 2004, the OPEN HOUSE was very well attended. If you were unable to come in October, please give us a call and we will give you a personal tour. In addition, there is an available conference room for nursing and nursing related meetings. Should you wish to use the room, please call in advance to reserve space on our calendar.

I want to give special thanks to those of you who have sent vintage nursing items to the Board. In 2007, the NH Board of Nursing will celebrate its 100th Anniversary and it is our wish to have many historic items on display for this celebration. Please visit your attics to see if you have memorabilia the Board can use for this event.

As we all know in our personal lives, the cost of living increases each year. In 1994 the Board actually decreased licensing fees from \$80.00 to \$60.00 because they were sending the excess to the NH General Fund. Our Board is self-funded and also gives an additional 25% income to the General Fund, by law. In the last eleven years, the Board has maintained a tight budget and has kept the fees one of the lowest in the country. We have found that this is no longer possible due to the aging of equipment, increased expenses, and supply costs. The Board posted a fee-increase proposal according to rules and law and voted the following changes to the fees. The Joint Legislative Committee on Administrative Rules of the legislature reviewed and approved the fee increase on January 21, 2005. The Board will implement new fees effective April 1, 2005.

Board Members

Gail Barba - Public Member Term expires - 12/1/2006

Thom Bloomquist, MS, CRNA-ARNP, FAAPM Term expires - 5/10/2006

Martha Danderson, MBA, BS, RN Term expires - 5/10/07

Kristine Day, RN, C Term expires - 5/10/07

Brenda L. Howard, LNA Term expires - 10/24/2007

Linda M. Morel, LNA Term expires - 10/24/2007

James Nall, LPN Term expires - 5/10/2006

Mertie Potter, ND, ARNP, CS Term expires - 5/10/2007

Sharon Dyer, LPN Term expires - 11/16/2006

Board Staff

Margaret Walker, MBA, BS, RN Executive Director

Judith A. Evans, EdD, RN Assistant Director

Lorene Reagan, RN, CDDN Program Specialist IV

Anita Paris, RN, MS Program Specialist II

Susan Goodness Administrative Supervisor

Kathryn Dickson Executive Secretary

Kim Cicchetto Executive Secretary

Susan Isabelle Clerk III (licensure)

Debbie Hoos Licensure Clerk

Debbie Emerson Secretary II

Kathy Crumb Secretary II

Joann Seaward Secretary II

Linda Audette Secretary (Part time)

Rebecca LaCoy Secretary (Part time)

continued on page 7



The Board of Nursing Has Entered the **World of Technology!**

About one year ago, on March 1, 2004, the Board of Nursing initiated the "on-line" licensing procedure. License renewals for RNs, LPNs, and LNAs can now be initiated through the on-line system by going to the Board of Nursing web site (www.state.nh.us/nursing) and clicking on On-Line Renewals.

You can begin your license renewal process at any time after you receive your license renewal form in the mail. You can, of course, complete your license renewal via regular mail, but please note that credit card payment is available only through the on-line licensing system.

If you choose to renew your license on-line, go to the license renewal link on the Board website and follow the directions to register. You must know your license number, your date of birth (written as xx/xx/xxxx), and a registration code that will be included on your license renewal form. You will be prompted to enter a "user ID" and a password, and a question to help you remember your password in case you forget. All entries must be done in capital letters. When you use the on-line service, you must pay by either a Master Card or a Visa card.

You can verify the status of your license 24/7 by going to the web site, www.state.nh.us/nursing, and clicking on License Verification on the opening page. Status changes to licenses appear on the web site verification system as soon as they are posted by a licensing clerk on the licensing data base system. License verification information can be printed by your employer in order to document that your license is active.

Remember.....

- Credit card payment is only available through on-line licensing.
- ♦ You are not licensed until you have either received your license in the mail, or checked the on-line or telephone verification system for your new renewal date.
- ♦ Regardless of whether you renew on-line, by mail, or in person, you must send a criminal background record release form along with a check for \$15.00 to the State Police Department, and we must have received and reviewed your criminal background record before you can be issued a license.
- ♦ If your license has been selected for a "continuing education audit," you must mail your completed audit form to the Board of Nursing. Your audit form must have been reviewed and approved before your license will be issued.

Website Update -"New From the **Board**"

The NH Board of Nursing "Home Page" can be accessed at www.state.nh.us/nursing. At the top of the home page, there are an additional 4 links, one of which is "New From the Board."

This link will provide you with new information related to nursing opportunities, licensee statistics, educational offerings and legislative updates.

Please take a moment to review as we continually update and revise the posted information. This link will provide you with the most current information.

Bounced Checks

The following licenses continue to be invalid due to insufficiant funds: the licensee was notified of the returned check.

REGISTERED NURSES

Grady, Carol Ann	042548-21
Morrissey, Donna	042887-21
LICENSED NURSING A	ASSISTANTS
Dowd, Kyla	028490-24
Heibein, Tricia	018973-24
LeClair, Jessica	028935-24
Easley, Elizabeth	021650-24
Gerard, Cheryl	011024-24
Groccia, Jennifer	029703-24
Cheever, Jennifer	015929-24
Stevens, Ann	029893-24
LeBlanc, Shelley	030366-24

Memoriam Announcement

The Board of Nursing would like to implement a "Memoriam" list of nurses for publication in our newsletter. Should you know of a deceased nurse who died within the past year, please send an e-mail to the Board office at www.boardquestions@nursing.state.nh.us, or mail in a newspaper clipping or send a death certificate to:

> NH Board of Nursing 21 S. Fruit St., Suite 16 Concord NH 03301-2431

Thank you for assisting the Board of Nursing with this addition to our newsletter.



THE SEACOAST'S LEADING MEDICAL CENTER



At Wentworth-Douglass Hospital, you'll discover an entirely new perspective on healthcare – and healthcare careers. We've recently added a new Outpatient Services Center, expanded our Emergency Department and Express Care...and created incredible opportunities for healthcare professionals like you.

RN Opportunities

Flexible shifts and schedules available - PT, FT and Per Diem applicants are welcome.

• OR - Days • Endoscopy - Days • CCU - Nights

Take a closer look at Wentworth-Douglass Hospital. We think you'll like what you see. Please forward your resume to Christi Green, Human Resources Manager, Wentworth-Douglass Hospital, 789 Central Ave., Dover, NH 03820; E-mail: hrcg@wdhospital.com. Or call our toll-free number: 1-877-201-7100. For a complete listing of current job openings, call our jobline at 1-603-740-2196. EOE.

www.wdhospital.com



RNS

Are you looking for...

Low patient/staff ratio 2.5 to 1
Caring for family, friends & neighbors
Getting out of the rat-race

Contact:
Human Resources
Upper Connecticut Valley Hospital
Dartmouth-Hitchcock
181 Corliss Lane
Colebrook, NH 03576
603.237.4971, ext. 236
www.dartmouth-hitchcock.org/uevh/
£0£

ATTENTION REGISTERED NURSES!

Looking to make the change from a large, fast-paced hospital to a community-driven healthcare system?

Is a caring work atmosphere important to you?

If you are looking for an organization that puts the needs of its communities first...

CHOOSE LRGHealthcare!

LRGHealthcare is currently looking for RNs to join our staff of skilled professionals. A variety of shifts and hours is available to suit your needs. A current NH RN license is required, and CPR certification is required within 6 months of hire. We offer a competitive salary and benefits package, as well as flexibility in scheduling. We are proud of our tradition of providing top quality care for residents of the Lakes Region and Twin Rivers Regions and invite you to become part of our team!

To submit your resume for consideration, please send/fax/email to:

Human Resources, LRGHealthcare, 80 Highland Street, Laconia NH 03246 Tel: (603) 527-2816, Fax: (603) 527-7102, Email: mrowley@lrgh.org

Visit our website for further details on these and other positions at: www.lrgh.org

LRGHealthcare Care. Compassion. Community.

Center for Nursing A Partnership to Address Nursing Workforce Issues

The nursing community in New Hampshire has recently initiated a program to address the nursing shortage and other nursing workforce issues. In keeping with its mission to protect public safety, the Board of Nursing is committed to supporting the development and maintenance of a qualified nursing workforce to care for the citizens of the state. The Board is one of the partners working with the Center to address nursing workforce issues, and as a licensee in the state of New Hampshire, you can participate in helping the Center meet its goals.

■ What is the Center for Nursing?

The Center is an independent volunteer organization that was established in November 2003 to address projected nursing workforce shortages. As a privately funded 501c(3) organization, the center can apply for government and private grants, and can accept contributions intended to support its mission.

The purpose of the Center is to facilitate current initiatives and encourage new initiatives intended to enhance the nursing workforce in New Hampshire.

- How is the Center organized?

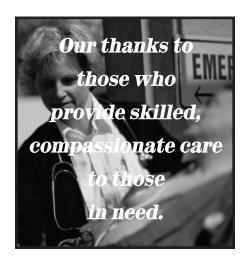
 The work of the Center is overseen by an Advisory Board that includes representatives from nursing organizations; agencies that educate and employ nurses; representatives from the insurance industry, the business community, and the New Hampshire legislature; and other stakeholders who are interested in the future of health care in NH.
- What will the Center do? The Center will:
 - Gather data to estimate the demand and supply of nurses

- and related health care providers
- Forecast the need for nurses and related health care providers based on the data
- Identify best practices in nurse recruitment and retention
- Offer potential solutions to the shortage of nurses and other health care workers
- Support and facilitate initiatives related to workforce development.
- What is the Center working on now?

The first initiatives are:

- A study to determine the projected demand for nurses in the future in NH, and,
- A demographic survey of licensed nurses and nursing assistants that will provide a snapshot of the current workforce.
- How can you get involved? You can get involved by:
 - Helping to identify potential sources of funding
 - · Helping with grant writing
 - Helping with surveys
 - Helping with disseminating information about the Center.

You can contact the Center at (603) 410-6879. Please leave your name and telephone number and someone from the Center will call you back.





New Hampshire Board of Nursing

Mailing Address: 21 S. Fruit St., Ste. 16 Concord, NH 03301-2431

Location: 21 S. Fruit St., Ste. 16 Concord, NH 03301-2431

Disclaimer Clause:

The Nursing Newsletter is published twice a year by the New Hampshire State Board of Nursing.

Advertising is neither solicited nor endorsed by the NH State Board of Nursing. For advertising information contact Gemini Concepts at 1-800-728-4101.

The NH Board of Nursing and Gemini Concepts reserve the right to reject advertising. The NH Board of Nursing and Gemini Concepts shall not be liable for any consequences resulting from purchase or use of advertisers' products from the advertisers' opinions, expressed or reported, or the claims made herein.

Circulation:

The New Hampshire Board of Nursing is distributed to the homes of all the actively licensed RNs, ARNPs, LPNs and LNAs licensed in the state of New Hampshire biannually. It reaches over 34,000 licensees.





Lifestyle Change --

Live where others only vacation. Enjoy the beautiful four seasons of northern New Hampshire and many outdoor activities -- hunting, fishing, hiking, downhill and X-country skiing, along with access to major N.H. snowmachine trails.

Completely Renovated Hospital Facility --

Every department within the hospital facility renovated to provide quality patient care in an environment designed for enhanced employee safety.

Challenging Growth Opportunities --

Visit our employment web page at www.weeks.hitchcock.org for more information on the following opportunities:

- Home Health Nurse Manager •
- Med/Surg 7-3 House Supervisor •
- Critical Care Registered Nurse •
- Med/Surg 11-7 Staff Nurse •

Please submit resume to:

Human Resources Director

Weeks Medical Center, 173 Main Street, Lancaster, NH 03584

Weeks Medical Center Man. Dartmouth-Hitchcock

Lancaster, New Hampshire

New London Hospital. It's the place for me.

New London Hospital is accredited by the State of New Hampshire as a 35-bed Critical Access Hospital with a 58-bed skilled nursing facility and an active medical staff who provide primary care, emergency care, long-term care, and specialized clinical services for the communities it serves, continuing its rich tradition of quality service and caring. New London Hospital is located among the many mountains and lakes of New Hampshire, offering year round recreation.

Why Consider Employment at New London Hospital?

We offer a team environment, competitive pay with shift differentials. We also have a generous benefit package with on site childcare program, and more!

Visit our website for more info on our benefits, to view all our current employment opportunities, and to complete an application on line!



New London Hospital, Human Resources Dept. 273 County Road, New London, NH 03257 Tel: 603-526-5095 • Fax: 603-526-5150 EOE

www.newlondonhospital.org

University of Massachusetts Lowell School of Health and Environment GRADUATE NURSING PROGRAM

MASTER OF SCIENCE - Prepare for the role of Nurse Practitioner in the following Advanced Practice Specialties

Gerontologial Nursing: First MS GNP Program in the country

Family Health Nursing: One of the longest standing programs in New England preparing Family Nurse Practitioners

Adulty Psychiatric/Mental Health Nursing: Pioneer program in Clinical

Specialist/Nurse Practitioner blended role
RN TO BS TO MS - Accelerated track; New option

Ph.D. IN NURSING - A unique program that prepares nurses as scholars in Health Promotion

NEW CERTIFICATE PROGRAMS - Post bachelors Certificate in Gero-Psychiatric/Mental Health Nursing; Graduate Certificate in Nursing Education

For more information call the Graduate School at (978) 934-2380 or the Department of Nursing at (978) 923-4467

Ask about our many options for financial assistance.

HACKETT HILL HEALTHCARE CENTER

Focused on Short Term Rehabilitation and Personalized Care.

We are a 68 bed SNF with a very active 32 bed "Medical Specialty Unit".

If you are ready to challenge your skills and join a dynamic team call **603 668-8161**.

Hackett Hill Healthcare is conveniently located at Exit 10 off I-93 in Manchester.

VNA - HOSPICE



Make the change that makes a Difference! Choose a career in Home Health Care!

Visiting Nurse Association-Hospice of Southern Carroll County & Vicinity, Inc. PO Box 1620 • Wolfeboro, NH 03894 603•569•2729 - info@vnahospice.net



lake Sunapee Region Visiting Nurse Association

A variety of per diem RN & LPN positions are available, please call:

603-526-4077

Home Care, Hospice, Pediatric Care, Community Health Services 107 Newport Road New London, NH www.lakesunapeevna.org From the Executive Director continued from page 1

RN/LPNs

<u>Category</u>	<u>Rule</u>	<u>Fee</u>
Initial Licensure	Nur 301.01(c)(5)	105.00
Endorsement	Nur 301.03(c)(1)	105.00
Renewal	Nur 301.02(c)	85.00
Reinstatement	Nur 301.04(c)	105.00
Temporary	Nur 303.01(c)	20.00
Verification	Nur 305.02	25.00

LNAs

Initial License 702.01(c) 35.0 Verification 704.02 25.0 Endorsement 702.04 35.0 Renewal 702.03 35.0 Reinstatement 702.05 35.0	00 00 00

As you can see, the Board is increasing renewals for RNs and LPNs to \$85.00 and LNAs to \$35.00. Please know the Board has made every attempt to keep these figures as low as possible and will maintain strict budgetary controls to keep all programs running well.

The Road to Recovery program has been implemented and the Board has worked to make sure this will comply with client safety concerns while allowing licensees with impairments to successfully maintain employment. We have posted our pamphlet about the program in this newsletter. Please feel free to copy the brochure, download it from our website, or request mailed brochures for your facility/agency. In the next several months we will collaborate with nursing experts to offer educational programming on this important subject.

I want to acknowledge all of my New Hampshire nursing colleagues for their assistance with Nurse Practice Act legislation and thank them for their efforts to maintain nursing practice that meets national standards. This will be an interesting year and we are hopeful for successful passage of the legislation we have proposed.

Need Information? 24/7 Services

Dial 603-271-6599

Press 1

To verify a nursing license.

Press 2

To verify a nursing assistant license.

Press 3

For the Board of Nursing directions to the office

OR

Connect to the Internet

http://www.state.nh.us/nursing/

Verification Center for updates on licensure and application status information

On-Line Forms for Board forms Board approved Educational Programs/Courses

For initial and ongoing education of registered and practical nursing and nursing assistants.

Email the Board at: boardquestions@nursing.state.nh.us.

Office Hours:

8:00 A.M. to 4:00 P.M. Monday through Friday (except for Designated holidays)

Check Out Our Website:

www.state.nh.us/nursing/

It's About You.

the opportunities, the environment, the future.

At **Dartmouth-Hitchcock**, we're focused on providing the finest in health care. But even before we can do that, Dartmouth-Hitchcock ensures a dynamic work environment where our people thrive. After all, our people are the ones that make it all happen.

MANCHESTER DIVISION

Registered Nursing Opportunities:

Urgent Care Department •

Part Time, 24 hrs/wk
Must have ACLS and prior ER nursing experience.

Pediatric Endocrinology • Part Time, 20 hrs/wk

No evenings or weekends required.

Pediatric Gastroenterology •

Full Time, Mon - Fri: 8am - 5pm Prior pediatric experience required.

Pediatrics • Part Time, 27 hrs/wk

Please send resume and cover letter, indicating position of interest in the Manchester region, to: Human Resources Generalist, Dartmouth-Hitchcock Manchester, 100 Hitchcock Way, Manchester, NH 03104. Fax: 603-695-2523. E-mail: hrmanchester@hitchcock.org No phone calls please.

CONCORD DIVISION

RNs

Family Practice • Part Time, Mon - Thurs: I lam - 8pm Internal Medicine • 36 hrs/wk

LPNs

Dermatology • Part Time, 32 hrs/wk Internal Medicine • Full Time Family Practice • Full Time

Please send resume, indicating position of interest in the Concord region, to: Human Resources Generalist, Dartmouth-Hitchcock Concord, 253 Pleasant St., Concord, NH 03301. Fax: 603-226-2152. E-mail: hrconcord@hitchcock.org

Dartmouth-Hitchcock is proud to offer its employees competitive pay, exceptional benefits, and a unique environment conducive to each person's success. To learn more about Dartmouth-Hitchcock, including our history, culture, and unique opportunities, visit:

www.dartmouth-hitchcock.org



DARTMOUTH-HITCHCOCK

"Community-based medicine backed by the resources of Dartmouth-Hitchcock Medical Center, the state's leading teaching hospital."



EOE

"I really appreciate the management's dedication to quality patient care and the way that I'm allowed to use the full range of my knowledge and skills."

Locations

Agawam, MA

Braintree, MA

Canton,MA Dedham,MA Fall River,MA

Lee,MA

Natick, MA

Needham, MA

Rochdale, MA

S. Boston, MA

Springfield, MA

Stoughton, MA

Waltham, MA

Wareham, MA

Craig C., LPN

Commonwealth Communities, a growing, regional healthcare company is currently seeking:

RNs/LPNs

We have full-/part-time and per diem opportunities at all of our locations. We offer excellent compensation including comprehensive benefits, generous employment bonuses and excellent shift differentials. Interested candidates should contact: Emily Fay, Regional Recruiter, Commonwealth Communities, 909 Sumner Street, Stoughton, MA 02072; 781-297-8627, fax: 781-297-8668

Commonwealth

efay@commonwealthcommunity.com

www.commonwealthcommunities.com

PUBLIC HEALTH NURSE COORDINATOR

Dept. of Health and Human Services
Division of Public Health Services/Family & Community Health/
Immunization Program/Concord
Starting Salary Range \$31,726.50- \$37,518.00

SCOPE OF WORK: Applies professional nursing standards in making recommendations on health care work methods, treatment and education for the Immunization Program with the Division of Disease Prevention and Health Promotion.

Requirements: Bachelor's degree in nursing or an allied health field from an accredited college or university and four years' experience as a registered nurse under supervised nursing practice in a community health agency; or an equivalent combination of education and experience.

License/Certification: Current license as a Registered Nurse issued by the New Hampshire Board of Nursing Education and Nurse Registration. Valid New Hampshire driver's license and/or access to transportation for use in statewide travel.

Employees may be required to pay an agency/union fee.

For further information contact Michael Dumond at 271-4482. To apply, obtain an application from Human Resources at the Dept. of Health and Human Services, 129 Pleasant St., Concord, NH 03301, (603) 271-4286, or download and print one from http://www.nh.gov/hr, and mail to the Human Resources Office. Please reference position #40322 on the completed application, and include a copy of your college transcripts, which may be required prior to successful completion of the interview process. This position will remain open until a qualified applicant is found. EOE.

Orientation Programs for New Nurse Leaders in New Hampshire Thursday, March 24, 2005, 1:00 PM - 4:30 PM at the Board of Nursing office, Concord, NH

We are now accepting reservations for the next session of the Orientation Program for New Nurse Leaders.

This class will be repeated twice every year, in March and November.

The next session will be held in November 2005.

The class is free, but space is limited. Please pre-register! The class will be held at the Board of Nursing Office, 21 S. Fruit Street in Concord and will be scheduled from 1:00 PM to 4:30 PM.

The following topics are included:

- Overview of the Board's purpose, composition, and function, Nurse Practice Act and Administrative Rules
- Licensure and Examination for RNs, LPNs,
- Scope of Practice for RNs, LPNs
- Licensure for LNAs, Scope of Practice for LNAs
- Medication Nursing Assistants, Paid Feeding Assistants
- Delegation Rules
- Advanced Nursing Practice Licensing and Practice Issues
- The Complaint Process
- Disciplinary Process

REGISTER NOW! SPACE IS LIMITED!

Register via email:	jevans@nursing.state.nh.us
	OP.

□ Register by regular mail by printing this form and mailing it to the Board of Nursing, 21 S. Fruit Street Suite 16, Concord, New Hampshire 03301

Project ration for Novy Nurse I radors /Educator Orientation Program

Registiutio	Joi New Naise Leaders/Laucator Orientation i rogram	
Yes, I would like to atte	d the orientation session on Thursday, March 24, 2005 in Concor	d at the
Board of Nursing office.		
Name:		
License #:		
Address:		
Day Telephone:	email:	
Position:		
Funlouer		

Choose the recognized leader in nursing education

Rivier's Graduate Nursing Programs offer:

- Flexible full- and part-time schedules
- Faculty who are currently practicing in their specialty
- · Low student to faculty ratios
- Professional education to maximize your career potential

Master of Science Degree in Nursing

- Family Nurse Practitioner
- Nursing Education
- Various Post-master's certificate programs

Call **(603) 897-8528** or e-mail smurphy@rivier.edu to learn more.

Convenient access off Rte. 3 at Exit 4 in Nashua, NH



420 Main Street Nashua, NH 03060

www.rivier.edu



NHAOHN

New Hampshire Association of Occupational Health Nurses

Are you an occupational health nurse? Did you know there is an association in NH? We offer educational, networking and mentoring opportunities.

Interested? Contact our Professional Affairs Chair, Cindy Mekelatos at 603-772-1555 or email at CBM@LIFEPLUSINC.COM

Advantage Care Professionals

a division of Americare Health Services, Inc. 22 McAllister Drive Londonderry, NH 03053

The perfect match for your medical temporary staffing needs since 1986.

Nursing • Allied Health • Paraprofessional

Many positions available throughout New Hampshire

Full- and part-time positions available immediately...

- RNs
- LPNs
- LNAs
- Rad Techs
- Medical Assistants
- Medical Billers
- · Many more.
- Excellent benefits package available, including...
- Health
- Dental
- Disability
- 401K
- Credit Union
- Vacation Time

At Advantage Care, our mission is to provide the perfect match between medical temporary professionals and healthcare facilities, constantly striving to meet the physical and emotional needs of the patients we all ultimately serve together.

AmeriCare Health Services has been carrying out this mission for nearly a generation by providing highly qualified nurses and nursing assistants. Advantage, a member of the AmeriCare family for many years, has offered virtually identical benefits through our allied health and paraprofessional staffing services.

Today these two organizations are in the midst of fully integrating our respective powers to form the region's premier medical temporary staffing firm.

There has never been a better time to enjoy the benefits that Advantage Care has to offer... let us find your "perfect match"!

Advantage Care Professionals

Call Today! Toll Free 1-800-644-4961

fax 1-603-437-1018





healthcare built on trust & respect

Catholic Medical Center is expanding rapidly. We are excited about our continued growth. Grow with us at Catholic Medical Center.

Catholic Medical Center has an excellent opportunity waiting for you — in a place where you, and the work you do, really make a difference. You will be working in one of New England's most respected health care facilities, along-side the best and the brightest people in the field. At CMC, valuing our employees and the dedicated work they perform is our way of life. We offer our employees the finest in technical resources and support so that we're able to offer the community innovative, quality healthcare in a compassionate environment, built on trust and respect.

Serving the Community for more than 100 years, CMC is a 330-bed full-service healthcare facility dedicated to providing health, healing and hope to all. We offer full medical-surgical care with more than 25 subspecialties, comprehensive orthopedic care, inpatient and outpatient psychiatric services and diagnostic imaging.

Catholic Medical Center is home to the nationally recognized New England Heart Institute, which provides a full range of cardiac services, and is a pioneer in offering innovative surgical procedures.

For more information about CMC and to view a detailed listing of career opportunities, please visit our website at: **www.catholicmedicalcenter.org**.

CMC offers competitive wages and benefits. If you are interested in a career with CMC, please apply online at: www.catholicmedicalcenter.org or send your resume to: Catholic Medical Center, Human Resources Department, 100 McGregor Street, Manchester, NH 03102-3770 or fax: (603) 663-6929.

Catholic Medical Center believes that strength comes from diversity.

We are an equal opportunity employer.

WWW.CATHOLICMEDICALCENTER.ORG

On Becoming a Medication Nursing Assistant

By Brenda Howard, LNA-MNA NH Board of Nursing, Board Member

I began my Licensed Nursing Assistant (LNA) career 25 years ago. I have primarily focused my LNA career in the long term care/nursing home setting. I truly enjoy taking care of the residents in my facility and have made a career of caring for the elderly. I have been a member of the NH Board of Nursing since October 2001 and was appointed by former Governor Jeanne Shaheen.

In the early stages of my tenure at the Board of Nursing, there was much discussion regarding the expansion of the LNA role to include medication administration to stable residents. In order to become a MNA, I would have to meet the entrance criteria for a MNA program, successfully complete the theory and clinical components of the program, and apply for a certificate of Medication Administration from the Board of Nursing. I realized that as a MNA I could not only expand my skills and scope of practice, but I could assist the residents and my peers at my facility in the expanded role.

As I met all the components of the entrance criteria, I pursued acceptance into a Medication Nursing Assistant program with a recommendation from my facility and was accepted. The program was very challenging!! It had been a while since I had to juggle my time to include home, work and classes. There were times when I was not sure that I had made the right decision, but looking back, I know now that I did. While enrolled in the MNA program, there was legislation (HB 1248) passed that requires that a MNA be appointed to the Board of Nursing whenever possible. The timing of my enrollment was perfect! As one of two LNA's that sit on the Board, we now have a LNA that is also a MNA.

As a Medication Nursing
Assistant, I am able to assist other
nurses with medication passes to stable residents. This allows the nurses
to spend more clinical time with the
residents and in completing the
mandatory requirements of their
roles. We are able to work as a
team. Initially, some nurses at my
facility were not sure that the role
was even necessary, but now that we
have staff working side by side,
everyone can see the benefits.

I continue to learn something new every shift that I work and I see myself as a Medication Nursing Assistant on my 30 year anniversary as a LNA.

Healthcare is continuing to change and expand, and I am fortunate to be able to contribute to my facility, peers and the residents that I care for in my expanded role as a Medication Nursing Assistant.

A Tsunami in New Hampshire?

By Thom Bloomquist, MSN, CRNA-ARNP, FAAPM, Board Chair

The images and data coming out of the Indian Ocean area are riveting. Imagine what it must be like to provide medical care in that situation. How would you practice nursing if that was your area? This disaster has compelled many in New Hampshire to open their hearts and wallets - and to reflect on "What would I do in a similar situation?"

Disasters are part of humankind's history. Earthquakes, tidal waves, plague and violence (both personal and international) have always existed. It is widely held that just one massive meteor caused enough climatic change to end the period the dinosaurs (and almost all other species) on earth. Archeology and anthropology have demonstrated almost planet-wide extinctions roughly every 65 million years. Despite these historical data, many want to think that disaster, large and small,

always happens somewhere else and to someone else. Such is magical thinking.

I am not trying to sponsor depression or hopelessness with this reminder, quite the opposite. Despite regular visitation by disaster, we have learned, adapted and continued. We have learned to stop many diseases and prevent many others. We learned how to make quake-resistant structures and storm early-warning systems. We have learned how to better coordinate international aid and in our own country have prepositioned disaster relief supplies and organizations like FEMA (Federal Emergency Management Agency). I am sure Southeast Asia will be rebuilt with more robust structures and seismic early-warning systems put in place. However, there is a reminder here for Granite State'ers. We need to be aware that disaster does occur, always has, and it would be naive to think it will always be somewhere else or that we will not be called upon to provide direct help.

During the next year, the New Hampshire Board of Nursing will assemble a plan for Mass Casualty Events (MCEs). We will look at systems with demonstrated effectiveness and consider plans from other agencies. We will look at how to meet the needs of New Hampshire residents during the surge and aftermath of an MCE while still meeting local health care needs.

There is natural tendency to become shocked into greater awareness after a disaster and, over time, gradually slide into complacency as memory fades and emergency plans gather dust. The NH-BON sees a better way. Emergency preparedness needs to be seamlessly woven into our regular schedule, not in some soon-exhausted state of tension but rather in a structure that provides an intelligent and realistic understanding of how the world really works and what we can do to keep ourselves, our families and others alive and well.





The following positions are available:

Med-Surg: 7a-7p e/o weekend required.

ICU: 24 hrs/wk 7p-7a and 16 hrs/wk 3p-11:30p. Per diem day shift positions available. ACLS preferred.

OB: 1 position 24 hrs/wk 7p-7a with e/o weekend and 1 position 3p-11:30p weekdays. NRP and fetal monitoring desired.

Emergency Dept: 7p-7a with weekend rotation. ACLS preferred. Operating Room: 40 hr week day shift position. CNOR preferred. Nurse Manager - Operating Room: Full-time position. Minimum 5 years nursing experience and minimum 1 year nursing leadership experience. BSN and CNOR preferred.

Current NH RN licensure or eligibility, minimum one year previous med-surg experience and experience in area of specialty preferred.

SMH offers a competitive wage and benefits package and a warm, caring and friendly work environment. Excellent shift diffs. Contact Laurie Bolognani, Director/HR, SMH, 16 Hospital Rd, Plymouth, NH 03264 Fax: 603-536-0022. E-mail: jobs@spearehospital.com. EOE.



WWW.SPEAREHOSPITAL.COM

work. life. balance.

Come practice in a primary nursing model where autonomy and collaborative practice is valued. Enjoy the opportunity to work with patients in providing rehab nursing care and patient/family education, facilitating return to home and optimizing health. We offer opportunities working with the following diagnoses: stroke, amputation, brain injury, orthopedics, spinal cord injuries and trauma.

Registered Nurses

We reward our staff with comprehensive benefits including:

- Competitive Salaries
- Generous shift differentials
- Medical, dental, vision, 401 (k)
- Flexible Scheduling
- · Nursing Scholarship Program
- Loan Forgiveness Program
- Nursing Career Ladder
- In-house Educator
- Personalized orientation and preceptor program for all new employees
- Nursing Teaching Hospital

Welcome New Grads!

For consideration, please apply in person or forward resume to: HealthSouth Rehabilitation Hospital, 254 Pleasant Street, Concord, NH 03301. Fax: 603-226-9808; Phone: 603-226-9800; Email: Erika.Pouliot@HealthSouth.com



Explore Excellent Opportunity and a New Benefits Package!

Kindred Healthcare uses its resources and strength to create excellent opportunities—backed by superior benefits and the leadership to ensure an atmosphere of respect and kinship.

Our Hanover Terrace facility, a 100-bed healthcare facility offering a Special Care Alzheimer's Unit and a Skilled Rehab Unit, is pleased to announce its new benefits package with enhanced benefits for part-time staff.

To inquire about some of the best opportunities and benefits in our industry today, call 603-643-2854.

Hanover Terrace Healthcare 53 Lyme Road Hanover, NH 03755 Kindred \

www. kindredhealthcare.com

SEEKING RN/Mgr., RN, and MA, LPN, or LNA

Progressive 5 Provider Gastroenterology Practice

"We compensate as much as we demand."

Seacoast Gastroenterology • Exeter, NH 603.772.0222

THE ROAD TO RECOVERY

New Hampshire Board of Nursing guidelines for licensee recovery
An Alternative to Discipline
A Monitoring Program for Impaired nurses

Advocacy for the public and assisting licensees in their recovery is a safe practice.

Other support systems are also available and you can call the NH Board of Nursing to discuss your needs.



A program of the NH Board of Nursing

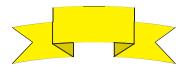
Anonymous comments heard from licensees:

"I wish there could have been someone out there for me."

"It was so difficult the first time I came to the Board of Nursing. I knew I was in trouble and I didn't know where to turn."

"My life was falling apart and now my identity as a nurse was in jeopardy."

"There should have been a program to turn to."



The NH Board of Nursing acknowledges these licensee's concerns and will assist those individuals who have not done any harm in the workplace, who self report, and are willing to comply with program objectives.

NH Board of Nursing Statement of Intent

The NH Board of Nursing offers any licensee identified to have an impairment the opportunity to enter the Road to Recovery program provided:

- 1. They meet the eligibility requirements of the program and RSA 326 B, the Nurse Practice Act.
- 2. The licensee admits to an identified impairment, and demonstrates a willingness to comply with a treatment plan and contract.
- 3. The licensee with an identified impairment whose con-

tinued licensure would not pose a danger to the public's health, safety, and welfare.

- 4. The licensee's identified impairment would benefit from a structured monitoring program.
- An individual is eligible for and in the process of applying for licensure.
- The licensee will pay the program fees as necessary to comply with drug testing and associated costs. Funding sources will be explored and made available if possible.

The New Hampshire Board of Nursing's role is to assure public safety. We support a nurse who is motivated and complies with the objectives of the Road to Recovery program.

This program is for licensees in violation of the Nurse Practice Act due to problems with

Chemical Dependency
Physical Disorders
Psychiatric Impairments

Objective of the Program:

- 1. To ensure public health and safety.
- 2. To provide assistance and support to the licensee.
- 3. To provide education and guidance to individuals and organizations on workplace impairment issues.

CONTACT

Board of Nursing • 21 South Fruit St., Suite 16 Concord, NH 03301-2431

Phone: 603 271-2323 or 603 271-6282

Fax: 603 271-6605

Board member listing (www.state.nh.us/nursing/)

Questions? mwalker@nursing.state.nh.us



The Mission of the NH Board of Nursing "...is to protect the citizens of NH from unauthorized, unqualified, and improper application of services by individuals in the practice of nursing..."

RSA 326:B:1



Why Subaru of Claremont?

When it's critical that you be there on time, anytime...

When it's important you arrive safely...

When that call comes in during the worst storm of the year...

That's why...

Subaru All-Wheel-Drive. You know you need it.

Subaru of Claremont 1-800-7-SUBARU 1-800-778-2278

Thanks for being there when we NEEDED YOU!



Progressive Medicine

...with a caring touch.

At Elliot Hospital, being a premier healthcare provider is defined by a lot more than advanced medical technology. Of equal importance is the high level of sensitive, compassionate care provided by our dedicated nurses to each and every patient. Our standard-setting level of care combined with the medical innovations represented by our Level II Trauma Center. extensive Women's and Children's Programs and

Center for Pain Management enable Elliot Hospital to continue to provide the high quality healthcare upon which our community depends. Bring your exceptional skills to Elliot Hospital.



Compassion & Progress:



Nursing

Operating Room Nurse

*Sian-on Bonus!

Full-time opportunity is available

• Psychiatric Nurse

Per diem shifts with variable hours are available.

Geropsychiatric Nurse

Full-time opportunities are available for all shifts

• Elliot On Call Nurse

Full-time day and full-time evening positions are available.

• Intensive Care Unit Nurse

**Sign-on Bonus!

Full and part-time evening and night shifts are available.

Critical Intensive Care Unit Nurse **Sian-on Bonus!

Full and part-time night positions are available.

• Perioperative Nurse

*Sign-on Bonus!

Full-time position is available.

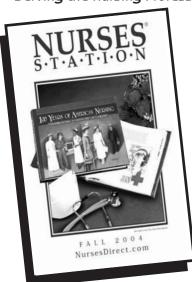
• Senior Clinical Nursing Supervisor Full-time day position is available

Elliot sets the standard with a generous, flexible benefits package including full healthcare, earned time, retirement plans, educational assistance and an on-site fitness center. Please apply online at the website below. EOE.

www.elliothospital.org

$\overline{S} \cdot \overline{T} \cdot \overline{A} \cdot \overline{T} \cdot \overline{I} \cdot \overline{O} \cdot \overline{N}$

Serving the Nursing Professional since 1991



BRAND NAME **SCRUBS**

SHOES

CEU COURSES

JEWELRY

STETHESCOPES

PRINTS

SHIRTS

SCULPTURES

Browse the web at www.NursesStation.com Or call toll free 800-227-1927 for FREE Catalog

NURSES STATION • P.O. Box 488 • Centerbrook, CT 06409-0488

Come join the Huggins family!

At HUGGINS HOSPITAL, we are committed to providing the very best of care to our community members. An 82-bed hospital located on beautiful Lake Winnepesaukee in Wolfeboro, NH we seek to provide both patients and staff with an environment that is friendly, supportive and professional.

> Current opportunities available in: Surgical Service Nurse Manager • ICU Obstetrical/Labor & Delivery

Pursuing your RN?

Ask us about our Career Advancement Program with full tuition payment!

Don't let the opportunity to be part of an experienced medical team pass you by!

Please direct inquiries to: Angela Closson, Director of Human Resources Huggins Hospital, 240 South Main Street, PO Box 912, Wolfeboro, NH 03894

Tel: (603) 569-7550, Fax: (603) 569-7605 Please visit our website at www.hugginshospital.org EOE.



Duplicate Licenses

Licenses reported lost, stolen or never received and/or duplicate licenses issued (RN, LPN, ARNP, LNA) for the period of 9/8/04 -1/12/05

Registered Nurses

Tenney, Meredith	022112-21
Keefe, Lisa M.	051488-21
Amodio, Mary	051496-21
Crochiere, Dawn M.	043267-21
Scott, Robert E	052593-21
Grady, Wendy A	043891-21
Walker, Laura	037128-21
Humphries, Sandra K.	030568-21
Putnam, Lisa	029366-21
Campanella, Christine	049127-21
Tarbox, Shannon L.	042524-21
Connell, Carol A.	049350-21
Bernacchia, Deborah	021399-21
Flanagan, Karen	036190-21
McAllister, Kelly	049072-21
Pittorino, Adrianne M.	052397-21
Warren, Louise K.	013979-21
Simmons, Patricia	049621-21
Militello, Susan D	053481-21
Hooker, Rebecca	050998-21
Golden, Maureen	052081-21
McCurley, Elizabeth	038379-21
Vashey, Diane R.	039821-21
Walker, Heidi	053753-21
Gilman, Amanda E.	046467-21
St.Onge, Janet I.	031442-21
Cimis, Donna Jean	036711-21
Collins, Beverly J.	022129-21
Carter, Sarah	053378-21
Giguere, Jessica L.	050528-21
Manus, Pamela J.	022477-21
Anderson, Rebecca	053762-21
Guy, Nancy H.	021120-21
Ford, Stacy J.	051435-21
Jones, Joanne	031885-21
Mercier, Jennifer	047760-21
Thouin, Heather	053417-21
Claffey, Yvonne I.	043915-21
Brenton, Judy G.	026932-21
Paquette, Nancy	049816-21
Legendre, Diane M.	047387-21
Yarus, Virginia L.	044586-21
Nabarowsky, Joanne	043445-21
Little, Liza	040165-21
Crowell, Tiffany	051641-21
Lynch, Patricia J.	013597-21
DuBois, Amanda L.	053614-21
Pitman, Janna M.	046523-21
Goodrich, Marion	016921-21
CCCCITOTI, MIGHOT	31002121

Advanced Registered Nurse

Practitioners:

Dumont, Amy E. 042971-23-03 Murphy, Margaret 028580-23-08 Copsey, Terrance D. 031034-23-11

Licensed Practical Nurses

LICENSEU FIACUCAI NUI	<u>363</u>
Goodell, Sonya	009061-22
Hook, Kerry É.	010376-22
Mullen, Laurie	013026-22
Ethier, Jacquelyn	012851-22
Cullerton, Linda	013079-22
Taylor, Mary E.	010225-22
Bastien, Verlane	013191-22
Desmarais, Betty	002808-22
Barton, Judy A.	011492-22
Hey, Sharon L.	009756-22
Rowland, Lisa	012396-22
Lopez, Carrie A.	023940-22
Ciccomancini Fecteau,	
Patricia	011699-22

<u>Licensed Nursing</u> <u>Assistants/Medication Nursing</u> Assistants

<u>Assistants</u>	
Hall, Amanda M.	020523-24
Dembkoski, Margarita	016498-24
Cunningham, Dyanne	026440-24
Bechok, Brenda M.	006249-24
Loring, Marquetta N.	027975-24
Dunchus, Hannah	022019-24
Sterling, Carol	009412-24
Murgatroy, Rebecca L.	010007-24
Keeley, Marie	001767-24
Bragg, Diane R.	019145-24
Fleuriseau, Mary Lou	008727-24
Cifelli, Bonnie	026518-24
Sprague, Bridgette	017310-24
Wetherbee, Donna J.	029754-24
Willette, Lisa	025564-24
Weeden, Lori	028116-24
Matos, Idelgardy	029921-24
Martinez, Luz	026695-24
Maynard, Cora	021226-24
	023139-24
Van Leuven, Monique B.	
Van Leuven, Monique B. 0	
Davidson, Erika L.	016994-24
Peno, Angela	025243-24
Scott, Kathy A.	016330-24
Nwikina, Alexander O.	029854-24
Prime, Terri 0	4MNA0150
Sesay, Salamatu I.	028428-24
Palmer-Dickinson, Marion	013062-24
Gemignani, Christina L.	020127-24
Stokes, Shawn R.	023093-24
Atherton, Kisha L.	029951-24
Marion, Francis S.	024678-24
Wani, Amin	029284-24
Harmon, Mabel A.	001673-24
Bard, Jessica L.	022106-24
Munoz, Diane	025115-24
Eaton, Kimberly D.	002873-24
Moore, Renee	025639-24
Smith, Maria R.	027550-24
	017585-24
Ortiz, Beth M.	
Desrochers, Janine	004584-24
Duquette, Stephanie	000758-24
French, Carmen	023757-24
Morales, Carmen	023994-24
Sullivan, Sheila	025196-24
Schultz, Angel	019776-24
Lank, Cassandra	029940-24
Currier, Danielle F.	029787-24
	005134-24
Chamberlain, Ellen	
Parenteau, Nicole	023443-24
Smith, Susan Elaine	021238-24
Paulat, Elizabeth	028038-24
Hayes, Joseph A.	025586-24

Low, Karen	027697-24	Marigi, Jeremia	023660-24	Runnion-Bareford, Sarah	029215-24
Warriner, Susan	023789-24	Gallagher, Jamie	024238-24	Adams, Carmen	005599-24
Rifenburgh, Betty	022674-24	Dionne, Jeanne A.	025231-24	Nault, Melissa A.	029091-24
McLeod, Jessica	024449-24	Ceriello, Jillian	020662-24	Buote, Julie C.	015801-24
Carter-Wiggin, Tina M.	024107-24	Noyes, Carolyn M.	000221-24	Peters, Robin M.	029883-24
Saunders, Jane L.	003683-24	Chase, Kristen S.	009530-24	Collins, Jennifer A.	018574-24
Durant, Melissa	026341-24	Rowland, Lisa	021115-24	Bower, Patricia L.	023662-24
Smith, Missy	025745-24	Hudson, Elaine	029512-24		
Boudreau, Helen	016957-24	DeRoche, Lisa A.	013643-24		

Statistics Charts

		New Liceneses
Active Licensees as of December 31, 2004		Issued in 2004
Registered Nurse (RN)	18821	1344
Licensed Practical Nurse (LPN)	3234	340
Licensed Nursing Assistant (LNA)	12140	1979
Total licensees	34195	3663
Advanced Registered Nurse Practitioner (ARNP)	1304	105
Medication Nursing Assistant (MNA)	277	130
ARNPs by license category		
Acute	14	5
Adult	187	20
Certified Registered Nurse Anesthetist	251	20
Certified Nurse Midwife	97	6
Community Health	0	0
Emergency/Trauma	1	0
Family	431	35
Geriatrics	25	2
Neonatal	15	0
Oncology	0	0
Pediatrics	0	6
Psych-Mental Health	135	10
Reproductive	0	0
School	2	0
Women's Health	65	1



Gemini Concepts, Inc. reserves the right to reject any advertising deemed unacceptable for the publications it represents. Acceptance of advertising does not imply endorsement or approval of the product, advertiser, or claims. Gemini Concepts, Inc. shall not be held liable for any consequences resulting from purchase or use of the advertiser' products. It is the responsibility of advertisers to provide correct ad copy. The liability for errors in text and advertising is limited to correction in the next or similar publication. Published advertising deadlines are strictly observed and copy received after that date will be included in a future issue.



New H<u>AMPSHIRE</u> Flospital

A JACHO-accredited, Dartmouth affiliated teaching hospital, providing acute psychiatric services to children and adults.

The #1 public psychiatric facility in the country.

Join the professionals at New Hampshire Hospital. The specialty of Psychiatric Nursing offers unparalleled opportunities for growth for both nurse and patient. Your compassion, dedication to excellence and intelligence will be welcomed and appreciated. Experience is a plus, but in-depth training and orientation will assure your success.

Be at the center of psychiatric nursing excellence.

REGISTERED NURSES

Full Time, Part Time, Per Diem, All Shifts, All Units, \$41,649-\$64,130

Practice relationship-based nursing in a dynamic inpatient psychiatric environment with the colleagueship of a professional and progressive interdisciplinary treatment team. Salary commensurate with nursing experience & ANA certification.

IF YOU ARE LOOKING FOR:

Support clinical environment, professional growth opportunities, dynamic, milieu, comprehensive orientation program, outstanding benefit package including fully paid health and dental insurances contact:

Renee Dupuis, Recruitment Specialist NH Hospital Human Resources

36 Clinton Street • Concord, NH 03301

(603) 271-5837; fax (603) 271-5845 or nhumanre@dhhs.state.nh.us NH Hospital is an equal opportunity employer.



We treat you like family

Northeastern Vermont Regional Hospital is a community based facility located in the rural and scenic Northeast Kingdom of Vermont - a region known for its rural charm, unspoiled beauty and four season recreational activities.

Our motto at NVRH is "We Treat You Like Family" and that sentiment applies as much to our family of employees as it does to the community we serve. From our highly competitive wage and benefit package, to our commitment to your personal and professional needs, the NVRH environment is stimulating, caring and supportive.

If you are interested in the balanced lifestyle that a peaceful Vermont setting, outdoor activities and a challenging career at a high-quality healthcare facility can offer, please visit us on-line or call to discuss our current opportunities.

Registered Nurses

Katrina Meigs, Human Resources Representative Northeastern Vermont Regional Hospital 1315 Hospital Drive, St. Johnsbury, VT 05819 k.meigs@nvrh.org; (802) 748-7525 www.nvrh.org

Northeastern Vermont Regional Hospital

MEMBER A DARTMOUTH-HITCHCOCK ALLIANCE



Havenwood•Heritage Heights

A Continuting Care Retirement Community

Do you need a change?
Be part of a dynamic Nursing team in a mission driven, Faith-based Retirement Community.

Havenwood-Heritage Heights Retirement Community offers caring work environment that fosters teamwork, professional development and many opportunities for advancement. Competitive benefits package includes an on-site fitness center, a "no-lift program", health/dental insurance, generous paid time off, immediate tuition assistance, and a retirement plan.

Benefits for full time staff begin at 28 hours per week. Full time on 1st and 3rd shift for Licensed Staff -

Per Diem positions also available!
33 Christian Avenue
Concord, NH 03301
Contact Cathy Tracey, Nursing Administrator
at 227-1341

Visit our web site at www.hhhinfo.com

Equal Opportunity Employer

PASSION

At Concord Hospital, we are a highly respected healthcare organization that offers a rare blend of cutting-edge resources with a people-centered, community care culture. So, whether you're inspired by classical music or technological innovation, this is the place where your passion for medicine is rewarded every day.



Emergency Department Nurse Clinician

We currently have an exciting teaching opportunity for a NH licensed RN in our Emergency Department. The ideal candidate should have a BSN and a minimum of five years experience in Emergency Department nursing. Previous critical care experience is strongly desirable. This role includes a combination of educational activities and direct patient care. Responsibilities will include developing and implementing educational programs to improve nursing knowledge and skills, functioning at the bedside as a consultant to staff and overseeing and facilitating the orientation and education to all staff. Flexible, 40 hours per week.

To discover more about our opportunities and to apply, please visit our Web site at www.concordhospital.org. You may also fax a resume and cover letter to 603-228-7346.



www.concordhospital.org

We are an equal opportunity employer.

NURSING SYMPOSIUM April 11 & 12, 2005

Foxwoods Resort & Casino, CT

6 EDUCATIONAL TRACKS

Critical Care
Medical-Surgical
Neonatal Entrepreneur
Management & CCRN Review
Over 40 Concurrent Sessions

Call 1.800.331.6534

for a Brochure or visit www.GREATNURSES.com



RNs & LPNs

Cheshire Medical Center/Dartmouth-Hitchcock Keene provides a challenging, progressive, supportive environment that will enable you to further your healthcare career goals. If you are a dedicated, caring professional who believes that quality healthcare begins with you, we want you to join our team and be part of our future!

We are a progressive, JCAHO accredited organization with a strong focus on customer service and high standards of medical care. Our scenic campus is currently undergoing a large expansion and enjoys a reputation for excellence second to none.

Keene has a warm, small-city atmosphere and is located in beautiful south-western New Hampshire, a Currier and Ives setting with a strong attraction for families and those interested in a friendly, crime-free environment. We are two hours from Boston, two hours from the seacoast, and one hour from most major Vermont ski areas. Recreational opportunities abound, and our clean air and vivid change of seasons offer a serene, pleasant quality of life.

We offer a very competitive salary and benefit program including a sign-on bonus, relocation assistance, free temporary housing, and much more!

For consideration, please apply to:

Lisa Sandstrum, Human Resources Coordinator
Cheshire Medical Center/Dartmouth-Hitchcock Keene
580 Court Street, Keene • New Hampshire 03431
(603) 354-5454 ext. 2477, Fax (603) 354-6519
lsandstrum@cheshire-med.com
"Together in Caring"

HEALTHCARE OPPORTUNITIES EXIST VA MEDICAL CENTER

Join our Team of Healthcare Professionals Providing Quality Care to our Nation's Veterans

NURSE PRACTITIONERS/REGISTERED NURSES/ LICENSED PRACTICAL NURSES/NURSING ASSISTANTS - (Full and Part Time) (Skilled Geriatric Rehabilitation Unit and Primary Care Clinics)

OPERATING ROOM REGISTERED NURSES - (Full Time) Same Day Surgery Program - Previous Operating Room Experience Preferred

Excellent benefits for both full and part time positions.

FOR ADDITIONAL INFORMATION CONTACT:

Mary-Ellen Kenney Human Resources VA Medical Center 718 Smyth Road Manchester, NH 03104 (603) 624-4366, Ext. 6607 1-800-892-8384, Ext. 6607 Mary-Ellen.Kenney@med.va.gov



An Equal Opportunity Employer

Critical Care Systems, a leading JCAHO accredited home infusion therapy company, seeks:

Per Diem RNs

IV experience required.

Critical Care Systems

Excellence in Home Infusion
Therapies

10 Commerce Park North Unit #4 Bedford, NH 03110 Phone: 603-625-8880

Fax: 603-625-8881 EOE

www.criticalcaresystems.com

Use your TRAINING AT HOME!

NURSES MAKE GREAT MEDICAL TRANSCRIPTIONISTS

Spend more time with your family and work in the medical field as a medical transcriptionist!

Let Career Step's quality medical transcription training program help you. Learn the secrets of working at home and make a great income. Train at home using traditional text-based or new online internet training programs.

Free Information 1-866-214-5150 ext. 205NHBN

or www.careerstep.com.

A Look Back in Time.....Early Nursing Education in New Hampshire

As many of you know, the centennial anniversary of the New Hampshire Board of Nursing is rapidly approaching. On March 7, 1907, the legislature passed the first Nurse Practice Act governing nursing practice in New Hampshire. Although the first Nurse Practice Act was implemented under the Regent of the State Board of Medical Examiners, the provisions of the act were overseen by a board of 5 nurse examiners. The nurse examiners were nominated by the New Hampshire Graduate Nurses' Association, the precursor to the current New Hampshire Nurses Association, and then appointed by the Regent. The first act introduced an examination for graduate nurses from hospital schools that provided a course that was at least 2 years in length. The first registration fee was \$5.00 - a considerable amount of money in 1907!

The first NPA prescribed in considerable detail the subjects that were to be included in the nursing curriculum. Below are excerpts from the first published curriculum document:

SUBJECTS FOR CLASS WORK AND LECTURES

Bacteriology Bandaging Anatomy and physiology **Dietetics** Surgical nursing - Gynecology..... General medicine Infectious disease - Pulmonary tuberculosis Massage... Infants and young children Nervous and mental diseases Eye, ear nose and throat Poisons and antidotes Chronic diseases Psychology in relation to nursing -History of nursing

General subjects for lectures, discussions, reading, and papers:

State registration Nurse's obligation to profession, community, herself

The graduate nurse in questions of the day

Channels of service for graduate nurse

Ethics

Requisites of a woman taking up the study of the profession of nursing Personal life of a nurse on duty Personal life of a nurse off duty Relation to fellow nurses Ethics of night duty.....

Charting - Necessity for close observation and accurate statement of facts only

Elementary Materica Medica

The dangers in giving medicines and precautions to be observed in regard to them; care in preparing and exactness in measuring.

Principles of sterilization

The most startling aspect of the curriculum is found in the statement that precedes the actual subject listing: "All of these subjects taught in their relation to nursing, not to medical practice." We are humbled by the forward thinking of the founders of formal nursing practice in NH. We should all be proud of our heritage - it has served us well over these past 100 years.

In the next newsletter, we will print some of the questions that appeared on one of the earliest nursing examinations in the state. You can see if you could have passed an examination for registered nurses administered in 1911!

NCLEX Pass Rat	es - New Ham	pshire RN ar	nd LPN Sch	ools (as of L	December 31, 2	<u>(2004)</u>	
DNI.	2000	2001	2002	2003	2004	\bot	
RNs							
NHCTC - Berlin	81.8%	82.4%	89.5%	73.7%	88.5%		
NHCTC - Claremont/Nashua	91.7%	88.2%	78.9%	90.6%	87.5%		
NHCTC- Manchester/Stratham	97.7%	92.5%	94.5%	76.5%	81.8%		
NHTI - Concord	88.7%	97.7%	94.4%	94.8%	81.9%		
Rivier College	86.2%	82.0%	74.4%	75.7%	75.0%		
Colby-Sawyer College	69.2%	100.0%	80.0%	100.0%	85.7%		
St. Anselm College	91.1%	87.5%	95.9%	88.0%	89.5%		
UNH	81.4%	86.4%	87.2%	86.0%	80.3%		
National RN pass rate	83.8%	85.4%	86.9%	87.0%	85.3%		
LPNs	2000	2001	2002	2003	2004		
NHCTC - Claremont- PN	89.5%	90.2%	91.7%	88.2%	79.0%		
St. Joseph - PN	72.2%	89.7%	94.6%	98.0%	88.7%		
HCTA		na	a		100.0%		
NHTI		na	a		100.0%		
Skill Med		na	a				
Holden Health		na	a				
National LPN pass rate	86.1%	86.5%	88.0%	88.2	89.4%		

Licensed Nursing Assistant Annual Meeting & Conference April 20, 2005 8:00 am - 3:45 pm Courtyard by Marriott: Grappone Conference Center 70 Constitution Ave, Concord, NH

At the 2004 LNA annual meeting and conference, LNA's asked us to provide information in the 2005 conference that covers relevant clinical topics, communication and team building in a format that meets the needs of LNA's working in all settings.

This year's conference was specifically designed to incorporate your feedback and recommendations. We hope you will join us for this exciting conference.

Conference Schedule

8:00 - 8:15 am: Registration

8:15 - 8:30 am: Welcome

8:30 - 10:00 am: Do I Hear What I'm Saying?

10:00 - 10:30 am: Break

10:30 – 12:00 noon: Navigating Diabetes in

Health Care

12:00-1:30pm: Buffet Lunch (included)

1:30 -3:00 pm: Break Out Sessions (pick one)

- Wound and Ostomy Care
- Go Team Go! Team Building

3:00-3:15 pm: Break

3:15-3:45pm: Q&A Panel: Nursing Assistant Practice and Licensing Questions will be addressed by Board Members and Staff

3:45 pm: Distribution of Contact Hour Certificates

Speakers

Jo Ann Jordan, RN, MEd, is back by popular demand and will provide valuable insights into the importance of effective communication in the workplace.

<u>Maryann Krutsick</u>, RN, BS, CDE will provide an overview of diabetes including current treatments, selected case studies and essential documentation.

Annette Dawson, RN, BS, MSN(c) CWOCN will discuss the hands on care and psychosocial support involved in the care of the wound and ostomy patient.

Jeanne Karr, BSHS: Team work in healthcare can be difficult to achieve. Come learn how to work together in a tough work environment. You will have the opportunity to bring your ideas and concerns to this discussion-focused workshop. Don't forget your sense of humor!

Linda Morel, LNA and Brenda Howard, MNA, members of the NH Board of Nursing will participate in a panel with board staff. This is your opportunity to ask LNA and MNA practice-related questions.

Contact hours: 6.0 (includes 1.8 contact hours applicable to MNA medication administration requirement for certificate renewal).

Directions

Take I-93 to exit 15 West (N Main St.). Take first right onto Commercial Street. Follow 1/4 mile to Constitution Ave.

Registration: Please print clearly:
Name:
1
Home Address:
1
1
Home Phone:
Title: Please check:
□LNA/MNA □RN □LPN □ARNP
Please indicate which break out session you
plan to attend below:
Wound/Ostomy Care: Team Building:
C (\$\phi 4E 00 E INIA/ (0 NANIA/)
Cost: \$45.00 For LNA's (& MNA's)
\$80.00 for all others
(all fees are non-refundable)
Registration Deadline: April 8, 2005.
Registration is limited to 300 with preference
to LNA's & MNA's
Mail shoots made payable to Treasurer State
Mail check, made payable to Treasurer, State
of New Hampshire, and this registration form to:
NH Board of Nursing
21 South Fruit Street, Ste 16
Concord, NH 03301-2431
Please note that no fax registrations can be

Board Actions

disciplinary actions. Names can be obtained by calling the Board office. The Board further voted Reprimands will no longer be posted in the Newsletter. Any questions please call Susan Goodness at the Board office, (603) 271-2323 CITY/STATE OF LIC.NO DATE OF LENGTH LAST KNOWN **BOARD ACTION** ACTION CAUSING DISCIPLINARY ACTION ACTION OF TIME **EMPLYER** 026050-21 Probation w/restrictions & conditions 8/9/04 Dover, NH 6 mo. Admitted having a problem with alcohol. 039685-21 Probation removed from RN license 9/16/04 Admitted to misappropriation of narcotic pain medications 037757-21 Suspended w/\$100.00 fine 9/16/04 Lebanon, NH 6 mo and having a substance abuse problem with narcotic pain medications 037524-21 Restrictions & conditions removed 9/16/04 Reinstate w/probation & restrictions & 039608-21 9/16/04 6 mo Manchester, NH conditions Modified Restriction #5 of 2/23/03 letter of 011080-22 **Board Restrictions** 9/16/04 Peterborough, NH Denied removal of restrictions and conditions 042695-21 9/16/04 Lebanon, NH Admitted to misappropriation of narcotic pain medication 9/16/04 and having an addiction to narcotic pain medications. 037552-21 Suspended 9 mo Manchester, NH Respondent has previously received discipline on LPN license relative to two separate complaints. Failed to assess and evaluate a patient, document, report and/or provide the specifically ordered treatment for a patient; Attempted to remove stitches from a patient's forehead 002786-22 Revoked 9/16/04 Berlin, NH with lack of skill. Documented that having performed treatment when in fact she had left the facility prior to these treatments being due; and sat at the nurse's station playing video poker games several times during shift Reinstated with Probation w/ conditions & 044080-21 9/16/04 9 mo Restrictions Applied for a Registered Nurse position at facility and proffered two written references from two New Hampshire 049842-21 Probation w/conditions & restrictions 9/16/04 1-yr Concord, NH health care facilities and represented that they had been generated by the facilities, but which had actually been written and signed by Respondent. Made medication errors, documentation errors, failed to 040991-21 Suspended 9/21/04 9 mo. Lebanon, NH complete ordered observations or diagnostic tests, and failed to complete ordered treatments Failed to provide prompt and appropriate assessment and intervention, after being repeatedly notified by staff that a 049039-21 10/21/04 Franconia, NH Revoked n/a resident was having respiratory distress; Performed narcotic administration activities or omissions that are highly suspicious of misappropriation during the period of approximately June - July, 2004. Reinstate--after receipt of amended letter 038546-21 from doctor 10/21/04 008082-22 Revoked 10/21/04 Misappropriation of narcotic pain medications. n/a Goffstown, NH Obtaining narcotic pain medications by prescription from 046331-21 10/21/04 Voluntary Surrender n/a physician in violation of probation status, which had gone into effect pursuant to a Board Order. New London, NH Reinstated w/probation. 047876-21 restrictions/conditions 10/21/04 1 yr 040991-21 Board upheld 9/21/04 Board Order 11/16/04 9 mo. 005654-22 Modification to Restriction #5 11/18/04 n/a 050474-21 Remove all restrictions and conditions 11/18/04 Failure to administer medications in accordance with physician orders on multiple occasions; recording of medications as given that had not actually been 012620-22 Revoked 11/18/04 N. Haverhill, NH administered to the patient; failure to respond to requests for information from the Board through its Investigator/Prosecutor (I/P).

047876-21	Modification to Rest. #5, only while in the employ of Speare Memorial Hospital in Plymouth, NH	11/18/04	1 yr		
048972-21	Suspended	12/16/04	9 mo	Concord, NH	Admitted to misappropriation of narcotic pain medications and having an addiction to narcotic pain medications.
026384-21	Reinstated w/conditions & restrictions	12/16/04	1		
044061-21	Reinstated w/conditions & restrictions	12/16/04	2 yrs		
024043-24	Revoked	9/16/04		Manchester, NH	Admitted altering license card by changing the expiration date from December 21, 2003 to December 21, 2004.
023106-24	Revoked	9/16/04		Northfield, NH	Possession of a controlled drug, methadone; failure to respond to the Board's I/P requests to provide a statement and meet the I/P to discuss the criminal conviction.
026501-24	Probation	10/21/04	1 yr	Manchester, NH	Admitted failing to report essential information to a nurse.
022175-24	Voluntary Surrender	11/18/04		Epsom, NH	

DIRECTIONS

The New Hampshire Board of Nursing is now located at 21 South Fruit Street, Concord, NH 03301, in the Walker Building.
The Walker Building is located in the State Office Park South campus, near New Hampshire Hospital and not far from Concord Hospital.

To reach our office, please follow the directions below:

From North of Concord on 1-93:

Take I-93 South to Exit 14 (Louden Road). Turn right onto Louden Road. Proceed approximately ½ mile to the intersection of Louden Road and N. Main Street. Take a left onto N. Main Street and go approximately one mile. Take a right onto Pleasant Street and proceed for approximately one mile. Turn left onto South Fruit Street. The Board of Nursing is located in the Walker Building, at the corner of South Fruit and Pleasant Street at 21 South Fruit Street.

From South of Concord on I-93:

Take I-93 North to Exit 13 (Manchester Street, toward Downtown Concord). After approximately 1.5 miles, take a left onto Pleasant Street. After approximately one mile, turn left onto South Fruit Street. The Board of Nursing is located in the Walker Building, at the corner of South Fruit and Pleasant Street at 21 South Fruit Street.

From North of Concord on Route I-89:

Take Route I-89 South to Exit 2, Clinton Street, toward Concord. Stay on Clinton Street for approximately 1.5-2 miles, then turn left onto South Fruit Street. The Board of Nursing is located in the Walker Building, at the corner of South Fruit and Pleasant Street at 21 South Fruit Street.

From the Seacoast:

Take Route 4 West to I-393. Follow I-393 for approximately 5 miles into Concord. Turn left onto North Main Street. After approximately 3/4 miles take a right onto Pleasant Street. After approximately one mile, turn left onto South Fruit Street. The Board of Nursing is located in the Walker Building, at the corner of South Fruit and Pleasant Street at 21 South Fruit Street.

New Hampshire Board of Nursing Clinical Practice Advisories

This represents specific questions and rulings by the Board and is updated monthly following the Board meeting.

QUESTION	BOARD OF NURSING RESPONSE	APPROVAL DATE
Is it within the scope of practice of a RN to manipulate/advance the endoscope with physician present?	It is allowed provided competencies are met following Nur 305.01 (c) and (d).	October 16, 2003
Can the RN insert an intraosseous catheter?	It is allowed provided competencies are met following Nur 305.01 (c) and (d).	October 16, 2003
Can the RN we ultrasound to locate deep veins when introducing PICC lines?	It is within the scope of practice of a RN provided competencies are met following Nur 305.01 (c) and (d).	October 16, 2003
Can a LNA assist clients with the application of TENS units?	It is within the scope of practice for a LNA to assist clients with the application of TENS units provided competencies are met following Nur 305.01 (c) and (d).	October 16, 2003
Is it within the scope of practice for a RN to perform jaw relocation for stable residents?	It is within the scope of practice for a RN to perform jaw relocation for stable residents provided competencies are met following Nur 305.01 (c) and (d).	November 20, 2003
Is it within the RN scope of practice to practice Hypnotherapy?	The Board determined that it is within the RN scope of practice to practice Hypnotherapy.	November 20, 2003
Can nurses be held accountable for unlabeled medications at the bedside at Hospice House?	The Board opined that nurses could not be held accountable for unlabeled medications left at the bedside at Hospice House.	November 20, 2003
Does a faculty member from a nursing program in another state, who is overseeing a student practicum at a NH facility, have to have a NH RN license?	The Board opined that a NH license is not required, unless the faculty member is engaged in clinical supervision.	January 15, 2004
Is it within the scope of RN practice to take part in the insertion of PEG tubes?	It is it within the scope of RN practice to take part in the insertion of PEG tubes provided competencies are met following Nur 305.01 (c) and (d).	January 15, 2004
Is it within the scope of practice for a LNA to start intravenous lines?	It is not within the scope of practice for a LNA to insert an intravenous line.	January 15, 2004
Can a candidate continue to reapply to take NCLEX-RN or NCLEX-PN regardless of the number of times failed?	There is no limitation to the number of times NCLEX can be taken. If candidate passes NCLEX after taking test multiple times, application to be flagged for review by the Board.	February 19, 2004
Is it within the scope of practice of a RN to administer contrast dye, IV push, in preparation for diagnostic examinations such as an echocardiogram?	The Board determined it is within the scope of practice.	February 19, 2004

QUESTION	BOARD OF NURSING RESPONSE	APPROVAL DATE
Is it within the scope of practice of a RN to attach a cardiac monitor, place a programmer wand over the pacemaker, interpret the cardiac rhythm, perform sensing tests, capture thresholds and reprogram the pacemaker per physician telephone orders?	The Board opined that it is with in the scope of practice provided all competencies are met following Nur 305.01 (c) and (d).	February 19, 2004
Is it within the scope of practice of a LPN to replace a PEG (Percutaneous Endoscopic Gastrostomy) tube?	It is within the scope of practice of a LPN to replace a PEG tube provided competencies are met following Nur 305.01 (c) and (d).	March 18, 2004
Is the use of eye drops, with a short term numbing agent, within the RN scope of practice?	The use of eye drops is within the scope of practice of a RN, provided there is a physician order and competencies are met following Nur 305.01 (c) and (d).	March 18, 2004
Are non-nursing certifications, such as Diabetes Education, Case Management and Risk Management eligible for continuing education contact hours?	Non-nursing certifications, such as Diabetes Education, Case Management and Risk Management are eligible for continuing education contact hours.	March 18, 2004
Can a LNA call in prescriptions to a pharmacy?	It is not within the scope of practice of a LNA to call in prescriptions to a pharmacy.	April 15, 2004
Is it within the scope of practice of a RN to practice acupuncture if s/he obtains the necessary education and licensure from the board of acupuncture?	The Board opined that nursing interventions, such as acupuncture, that are components of the Plan of Care and performed by a licensee who is competent to perform the intervention(s) are appropriately within the RN scope of practice.	April 15, 2004
Does a Nurse Practitioner faculty member from a nursing program in another state, who is overseeing a student practicum at a NH facility, have to have a NH RN license?	The Board opined that a NH license is not required unless the faculty member is engaged in clinical supervision.	April 15, 2004
Can a RN in the state of NH, practice home care in NH, based on a verbal order from an out of state physician?	The Board opined that yes, a RN can practice home care in NH based on a verbal order from an out of state physician.	May 20, 2004
Is it within the scope of practice of a LNA to change the tracheostomy collar that holds the tracheostomy in place?	The Board opined that it is within the scope of practice of a LNA to change the tracheostomy collar that holds the tracheostomy in place providing there is appropriate delegation under Nur 404, and competencies are met following Nur 305.01 (c) and (d).	June 17, 2004

BOARD OF NURSING RESPONSE APPROVAL DATE The Board reviewed the AANA-ASA Joint Statement Regarding Propofol Administration (April 14, 2004) and has ruled that: 1. It is within the scope of practice of a Registered Nurse to administer propofol to intubated, ventilated patients in a critical care setting? 2. Is it within the scope of practice of a Registered Nurse to administer propofol or succinylcholine, while assisting anesthesia personnel or mergency or rapid sequence inductions/intubation? 3. Is it within the scope of practice of a Registered Nurse to administer propofol as conscious sedation? 3. No, when propofol is used for sedation/anesthesia, it should be administration of general anesthesia, who are not simultaneously involved in these surgical or diagnostic procedures. **#1-3 above also apply when other IV induction agents are used for sedation, such as thiopental, methohexital, etomidate, succinylcholine. Is it within the scope of practice of a Registered Nurse to place a Bravo plI Capsule? The Board origined that it is within the scope of a Registered Nurse to call in prescriptions based on a protocol? Is it within the scope of practice of a Registered Nurse, providing the competencies in Nur 305.01 (c) and (d) are met, with the presence of a MD or ARNP. Is it within the scope of practice of a Registered Nurse to call in prescriptions based on a protocol? Is it within the scope of practice of a Registered Nurse, with appropriate training, to artificially inseminate patients in a fertility program setting? Is it within the scope of practice of a Registered Nurse, providing the competencies in Nur 305.01 (c) and (d) are met. Is it within the scope of practice of a Registered Nurse, providing the competencies in Nur 305.01 (c) and (d) are met. It is not within the scope of practice of a Registered Nurse to administer intra-articular injections? In the Board original insemination is within the scope of practice of a Registered Nurse, providing the competencies in Nur 305.01 (c) and (d) are			
Regarding Propofol Administration (April 14, 2004) and has ruled that: 1. Is it within the scope of practice of a Registered Nurse to administer propofol to intubated, ventilated patients in a critical care setting? 2. Is it within the scope of practice of a Registered Nurse to administer propofol or succinylcholine, while assisting anesthesia personnel or emergency room physicians/ARNPs in emergency or prapti sequence inductions/intubation? 3. Is it within the scope of practice of a Registered Nurse to administer propofol as conscious sedation? 3. No, when propofol is used for sedation/anesthesia, it should be administered only by persons trained in the administration of general anesthesia, who are not simultaneously involved in these surgical or diagnostic procedures. * # #1-3 above also apply when other IV induction agents are used for sedation, such as thiopental, methohexital, etomidate, succinylcholine. Is it within the scope of practice of a Registered Nurse to place a Bravo pH Capsule? Is it within the scope of practice of a Registered Nurse to call in prescriptions based on a protocol? It is not within the scope of practice of a Registered Nurse, with appropriate training, to artificially inseminate patients in a fertility program setting? It is most within the scope of practice of a Registered Nurse, with appropriate training, to artificially inseminate patients in a fertility program setting? It is most within the scope of practice of a Registered Nurse, with appropriate training, to artificially intravaginal, intracervical and intrauterine pacement of sperm and the Board has opined that only intravaginal insemination is within the scope of practice of November 18, 2004 November 18, 2004 The Board opined that it is not within the scope of practice of November 18, 2004	QUESTION	BOARD OF NURSING RESPONSE	APPROVAL DATE
Registered Nurse to administer propofol or succinylcholine, while assisting anesthesia personnel or emergency room physicians/ARNPs in emergency or rapid sequence inductions/intubation? 3. Is it within the scope of practice of a Registered Nurse to administer propofol as conscious sedation? 3. No, when propofol is used for sedation/anesthesia, it should be administered only by persons trained in the administration of general anesthesia, who are not simultaneously involved in these surgical or diagnostic procedures. * * #1-3 above also apply when other IV induction agents are used for sedation, such as thiopental, methohexital, etomidate, succinylcholine. Is it within the scope of practice of a Registered Nurse to place a Bravo pH Capsule? Is it within the scope of practice of a Registered Nurse to call in prescriptions based on a protocol? Is it within the scope of practice of a Registered Nurse, with appropriate training, to artificially inseminate patients in a fertility program setting? Is it within the scope of practice for a Registered Nurse, providing the competencies in Nur 305.01 (c) and (d) are met. Is it within the scope of practice of a Registered Nurse, providing the competencies in Nur 305.01 (c) and (d) are met. The Board recognizes that artificial insemination can be accomplished by intravaginal, intracervical and intrauterine placement of sperm and the Board has opined that only intravaginal insemination is within the scope of a Registered Nurse, providing the competencies in Nur 305.01 (c) and (d) are met. The Board opined that it is not within the scope of practice of November 18, 2004	Registered Nurse to administer propofol to intubated, ventilated patients in a critical care	Regarding Propofol Administration (April 14, 2004) and has ruled that: 1.It is within the scope of practice of a Registered Nurse, provided the competencies in Nur 305.01 (c) and (d) are met	July 15, 2004
should be administrated only by persons trained in the administration of general anesthesia, who are not simultaneously involved in these surgical or diagnostic procedures. * * #1-3 above also apply when other IV induction agents are used for sedation, such as thiopental, methohexital, etomidate, succinylcholine. Is it within the scope of practice of a Registered Nurse to place a Bravo pH Capsule? It is not within the scope of practice of a Registered Nurse to call in prescriptions based on a protocol? Is it within the scope of practice of a Registered Nurse, with appropriate training, to artificially inseminate patients in a fertility program setting? The Board opined that it is within the scope of a Registered Nurse to call in prescriptions based on a protocol. The Board recognizes that artificial insemination can be accomplished by intravaginal, intracervical and intrauterine placement of sperm and the Board has opined that only intravaginal insemination is within the scope of a Registered Nurse, providing the competencies in Nur 305.01 (c) and (d) are met. Is it within the scope of practice of a Registered Nurse, providing the competencies in Nur 305.01 (c) and (d) are met. November 18, 2004 November 18, 2004	Registered Nurse to administer propofol or succinylcholine, while assisting anesthesia personnel or emergency room physicians/ARNPs in emergency or rapid sequence		
Is it within the scope of practice of a Registered Nurse to place a Bravo pH Capsule? The Board opined that it is within the scope of a Registered Nurse, providing the competencies in Nur 305.01 (c) and (d) are met, with the presence of a MD or ARNP. It is not within the scope of practice of a Registered Nurse to call in prescriptions based on a protocol? Is it within the scope of practice of a Registered Nurse, with appropriate training, to artificially inseminate patients in a fertility program setting? The Board recognizes that artificial insemination can be accomplished by intravaginal, intracervical and intrauterine placement of sperm and the Board has opined that only intravaginal insemination is within the scope of a Registered Nurse, providing the competencies in Nur 305.01 (c) and (d) are met. Is it within the scope of practice for a Registered The Board opined that it is not within the scope of practice of November 18, 2004	Registered Nurse to administer propofol as	should be administered only by persons trained in the administration of general anesthesia, who are not simultaneously involved in these surgical or diagnostic procedures. * * #1-3 above also apply when other IV induction agents are	
Nurse to call in prescriptions based on a protocol? Is it within the scope of practice of a Registered Nurse, with appropriate training, to artificially inseminate patients in a fertility program setting? The Board recognizes that artificial insemination can be accomplished by intravaginal, intracervical and intrauterine placement of sperm and the Board has opined that only intravaginal insemination is within the scope of a Registered Nurse, providing the competencies in Nur 305.01 (c) and (d) are met. Is it within the scope of practice for a Registered The Board opined that it is not within the scope of practice of November 18, 2004	1 1	succinylcholine. The Board opined that it is within the scope of a Registered Nurse, providing the competencies in Nur 305.01 (c) and (d)	July 15, 2004
Nurse, with appropriate training, to artificially inseminate patients in a fertility program setting? accomplished by intravaginal, intracervical and intrauterine placement of sperm and the Board has opined that only intravaginal insemination is within the scope of a Registered Nurse, providing the competencies in Nur 305.01 (c) and (d) are met. Is it within the scope of practice for a Registered The Board opined that it is not within the scope of practice of November 18, 2004			July 15, 2004
	Nurse, with appropriate training, to artificially	accomplished by intravaginal, intracervical and intrauterine placement of sperm and the Board has opined that only intravaginal insemination is within the scope of a Registered Nurse, providing the competencies in Nur 305.01 (c) and (d)	November 18, 2004
		1 1	November 18, 2004



HILLSBOROUGH COUNTY NURSING HOME

Quality Care & Comfort with Compassion & Understanding

- · Skilled Nursing and Rehabilitation Services
- Long Term Care
- Special Needs Unit -Alzheimers & Dementia
- · Enhanced Living Unit

(603) 627-5540

Fax: (603) 627-5547

400 Mast Road Goffstown, NH 03045



Pain Relief...Our One & Only Specialty!
Call: 1-800-660-4004

or Visit: www.painmd.com 255 Route 108 • Somersworth, NH

1 Mound Court • Merrimack, NH

Greenbriar Terrace Healthcare
A Kindred Community

- 2 Years in a Row Deficiency Free State Survey
 - American Healthcare Association Quality Award Winner

Short-term nursing and rehabilitation as well as long-term care at various levels.

Our team of professionals are committed to providing patients and residents the QUALITY of care they would expect, the COMPASSION they need and the INTEGRITY they deserve.

Come join our growing team. Management and nursing opportunities available. Contact Human Resources.

55 Harris Road • Nashua, NH 03062 603-888-1573 www.greenbriarterrace.com

New Ideas.

New Opportunities.

That's what you'll find at Parkland Medical Center. As an 86-bed acute care hospital located in Derry, New Hampshire, we're committed to providing high-quality healthcare services in a professional, supportive, friendly environment. With new initiatives and expanded capabilities – there's never been a better time to join our dedicated team.

NURSING SERVICES

Nursing Supervisor

• RN - 5p-11p/11p-7a/PT/Per Diem Intensive Care Unit

• RN FT/Per Diem

Intermediate Care Unit

- RN Per Diem
- LNA Per Diem

Emergency Department

- RN FT Nights and Evenings
- Paramedic Per Diem

Pediatrics

• LNA - FT

Parkland Medical Center conducts background investigations on all new hires.

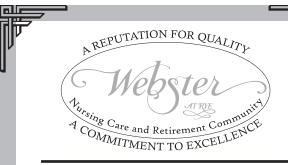
Parkland Medical Center

An Faual Opportunity Employer



Please apply online by visiting our website at: www.parkland medicalcenter.com or call our Job Line: (603) 432-1500 ext. 4400 for additional listings.

Wonder Years Learning Center at Parkland Medical Center/Educational Programs located on-site,



Located on 50 beautiful acres in New Hampshire's scenic seacoast.

RN and LPN Full or Part Time

We offer competitive wages, health, life, dental insurance; retirement plan with employer match; generous paid time off plan.

Phone Patti Smith, RN, DNS at: (603) 964-7144 or apply at: PERSONNEL, 795 Washington Road, Rye, NH Ÿ

Licensing Questions - Did you know.....?

◆ On-line verification for all licensees is accurate, quick, current, and available 24/7!

The new on-line verification system is just a click away 24/7. You can check the status of your own license or managers can check the status of an employee's license. You can also print a copy of the verification form for your records. Go to the Board of Nursing website, www.nursing.state.nh.us, click on License Verification. Follow the directions on the screen, and you will be able to document the License Status, the Issue date, Expiration Date, and whether the licensee has been disciplined by the Board. If the screen indicates a discipline record, you are instructed to call the Board office for additional information.

Below is an example of the information that is included when you print a verification for your records.

Name: Florence Nightingale					
License Information					
				_	
License No:	0000001-21	Profession:	Nursing	License Type:	Registered Nurse
License Status:	Active	Issue Date:	8/28/1968	Expiration Date:	3/14/2005
Discipline Information					
No Discipline Information					

License status changes are updated within minutes following the change being made on the licensing data base system.

• What to do if you have lost your pocket card license......

If your pocket card license has been lost or stolen, you must notify the Board of Nursing of the loss. If you wish to request a duplicate pocket card license, you must notify the Board in writing via regular mail, and send a check for \$25.00 for replacement of an ARNP, RN or LPN license, and \$20.00 for replacement of a LNA license.

• What to do if your original license to practice is in New Hampshire and you are moving to another state:

If you are a RN, LPN or LNA and your first license was issued by the New Hampshire Board of Nursing, and you are applying for a license in another state, you must request your license verification from New Hampshire. The state to which you are applying will provide you with a license verification form. Complete that form and mail it to the New Hampshire Board of Nursing along with a check for \$25.00 if you are a RN or LPN, and \$20.00 if you are a LNA. We will mail your completed verification form directly to the state to which you are applying. If you are applying for a new license in more than one state, you must send a separate verification request to NH for each of the states to which you are applying, and pay the appropriate fee for each request.

Good care begins with good people.

Join our great team of dedicated caregivers! Call 603-332-7711.



Rochester Manor

40 Whitehall Road • Rochester, NH

(603) 332-7711

A CLP Subacute LLC Center

- Medicare/Medicaid-certified
- A preferred provider for HMOs and insurers
 - VA-approved

• EOE

Exeter Health Resources offers cutting-edge healthcare services in a scenic and historic community on the New Hampshire seacoast. We have provided extraordinary patient care to our community for over 100 years, and through our five affiliates, we continue to offer a full range of services. We offer comprehensive and competitive pay and benefits. Benefits are available working as little as 20 hours per week!



EXETER HOSPITAL ~ EXETER HEALTHCARE CORE PHYSICIAN SERVICES ~ ROCKINGHAM VNA & HOSPICE SYNERGY HEALTH & FITNESS

*Sign-on Bonuses up to \$5,000.00 for selected positions!

Exeter Hospital

Cardiac Rehab · Cath Lab* · Director Case Management Emergency Department* · Endoscopy Manager Outpatient Medical Oncology · OR* · Pre-Admission testing

Rockingham VNA & Hospice

Hospice*

Full-time, part-time and per diem positions available.

For immediate consideration please apply online at **www.foreveryday.com**, or fax resume to 603-580-6905. Exeter Health Resources, Inc. · 5 Alumni Drive Exeter, NH 03833 · *EOE*

CROTCHED MOUNTAIN FOUNDATION

Where Nurses make a difference in providing quality service for....

Special Needs Children & Adults in our....

Brain Injury Center
Outpatient Services
Community Care
Respite Services
Special Education
Children's Specialty Hospital

To view employment opportunities, please view our website at: www.crotchedmountain.org



One Verney Drive Greenfield, NH 03047 (603) 547-3311 (800) 966-2672



Nursing at UNH Preparing leaders in health care

Programs of excellence, tailored to you and your professional goals, many courses offered in Manchester.

RN Baccalaureate RN Master's Program

Individualized to you, classes offered throughout N.H.

Direct Entry Master's in Nursing Program
94-credit, 21/2 year, full-time program for non-RNs with
BS/BA in a field other than nursing, leading to MS in nursing
with focus in Clinical Nursing Leadership.

Clinical Nursing Leadership

30 credit one year offering in Nursing Education, in collaboration with our nationally-recognized Teaching Excellence Program, or select advanced practice in a clinical specialty or management.

Adult and Family Nurse Practitioner
Teaching evidence-based practice through critical inquiry.

Post Master's certifications in selected specialties

University of New Hampshire Durham, NH 03824 603-862-2299 • www.unh.edu/nursing

EDUCATIONAL PROGRAMS APPROVAL STATUS LICENSED NURSING ASSISTANT:

<u>Pr</u>	<u>ogram</u>	<u>Coordinator</u>	<u>Outcome</u>
	September 16, 2004		
•	Merrimack County Nursing Home	Julia Jason	Continued Approval
•	Genesis Eldercare-Ridgewood Center	Helen Flaherty	Continued Approval
•	Golden View Health Care Center	Phyllis Fisher	Continued Approval
•	Pleasant Valley Nursing Home	Susan Hamilton	Continued Approval
•	Plymouth Regional High School Health Occupations	Diane Roberts	Initial Approval
	October 21, 2004		
•	New Hampshire Community Technical College-Berlin	Nancy Smith	Continued Approval
•	Rochester Manor	Deborah Vitagliano	Continued Approval
	November 18, 2004		
•	Rockingham County Nursing Home	Claudia Finlay	Continued Approval
•	Newport Adult Education	Cathryn Baird	Continued Approval
•	Sugar River Valley Regional Technical Center	Tanya Wilkie	Continued Approval

EDUCATIONAL PROGRAMS APPROVAL STATUS MEDICATION NURSING ASSISTANT:

<u>Program</u>		<u>Medication</u> <u>Nurse</u> Reviewer	Outcome
•	September 16, 2004 New Hampshire Community Technical College Stratham-Pease	Anne Marie King	Continued Approval
•	October 21, 2004 Crotched Mountain Rehab Center	Margaret Lins	Continued Approval
•	Merrimack County Nursing Home	Julia Jason	Continued
•	Skill Med Services	Bonnie McPhail	Approval Continued Approval
	November 18, 2004		1-1-
•	Clinical Career Training LLC	Melanie Hill	Continued Approval
•	American Red Cross NH-West Chapter	Patricia McIntire	Continued Approval
	December 16, 2004		
•	Care Services	Debra Cardin	Continued Approval
•	Riverside Rest Home	Diane Vashey	Continue Approval

Live. Learn. Lead.



Welcome to Fletcher Allen Health Care: Vermont's only tertiary care facility and academic medical center in what is known as one of the best small cities to live in the nation.



Current opportunities include:

GRADUATE NURSE INTERNSHIP PROGRAM

This 10+week internship combines classroom education, direct patient care and a comprehensive preceptorship. Opportunities for GNs range from General Medicine and Surgery units to build both career and confidence as well as specialty fields of Cardiology and Neurosciences. Our compensation package includes a salary starting at 21.50/hour, relocation and a loan forgiveness bonus.

CRITICAL CARE INTERNSHIP PROGRAM

Currently accepting applications for our holistic critical care internship. This 20-week internship provides RNs with the skills to work as critical care nurses in SICU/PICU or MICU. Minimum 6 months of recent acute care nursing experience. Competitive application process for 12 openings.

Contact Nurse Recruitment at I-800-722-9922 to learn more or schedule a visit. For a detailed list of RN openings, including staff, management and educator positions, visit www.FletcherAllen.org.

www.FletcherAllen.org



...the people with a heart!

Employment Opportunities For:

- Homemakers
- I NAs
- Companions
- PTs/OTs
- RN's/LPN's
- MsWs

PER VISIT/BLOCK TIME AVAILABLE

800-916-9744

226 Rockingham Rd. - Londonderry, NH www.pthomecare.com

EOE



VISITING NURSE ASSOCIATION OF FRANKLIN

Home Care... Try it! You'll like it!

75 Chestnut St. • Franklin, NH 03235 Phone (603) 934-3454 Fax (603) 934-2222 Referral Fax (603) 934-2222 www.vnafnh.org



RN NURSE MANAGER HOME HEALTH & HOSPICE CARE



The position is full-time (weekdays only) but hours will need to flex to assure department coverage. The Nurse Manager will:

- lead interdisciplinary team, conduct team meetings, and implement changes for efficient use of staff & resources
- monitor requirements with state and regulatory agencies

Candidates must have a BSN in nursing, with 2 years experience in managing delivery of home health care. Both NH and MA licenses are necessary and basic computer skills are needed.



Toll-free:1.800.887.5973 Fax: 603.882.8970 Email: hr@hhhc.org Visit us at www.hhhc.org

SAVE THE DATE!! MARK YOUR CALENDAR!!

New Hampshire Board of Nursing

June 1, 2005 - RNs & LPNs Day of Discussion and Poster Presentation

"Creating the Future of Nursing in New Hampshire"



What's in our stars?

What will your practice be like in the future?

How will you contribute to the health care system of the coming decades?

Meeting will be held at the Grappone Conference Center in Concord, NH. Directions and registration forms will soon be available on our web site www.state.nh.us/nursing/

Plan now to attend this important conference! Check the Board of Nursing web site frequently for additional information.



RN & LPN Day of Discussion & Poster Session June 1, 2005



Call for Abstracts: Creating the Future

The Board of Nursing invites you to submit an abstract for the 3rd Annual Poster Session that will be included in the RN & LPN Day of Discussion scheduled for June 1, 2005. The posters of the past 2 years have proved to be an exciting way for nurses to share their innovations, accomplishments, and exciting ideas. For this year's conference, we are looking for posters that describe practice initiatives or research studies that focus on:

- Innovations that impact the future of health care;
- ♦ Leadership initiatives in your organization;
- Creating a holistic and caring environment;
- Creating a better future for nurses and patients; and,
- Educating nurses to participate in our future.

Abstracts should be no more than 1 page and should include the title and a brief summary of the project. Abstracts will be published in the conference proceedings for all conference attendees.

Deadline for submission is April 15, 2005.

Abstracts can be submitted via email or US mail. Send one copy that includes your name, facility, and contact information, and 1 copy without identifying information. Applicants will be notified by April 30, 2005. For additional information, contact Judith Evans at the Board of Nursing (jevans@nursing.state.nh.us).

Your Job Involves Saving Lives,

Our Job Is Getting You To The Life You're Saving Safely.



Present this Ad along with Medical
Identification and Purchase any New Subaru
In stock at Factory to Dealer cost only at
Profile Subaru Inc.



Route 16, Conway, NH Mon-Fri 8-7, Sat 8-4 Closed Sunday

(603) 447-3845

www.profile.subarudealer.com

LNA Health Careers



We offer the following programs: Nurses Assistant Training Medication Nurses Assistant Training Train the Trainer

We provide job placement opportunities for LNAs after completion of training.

We are currently seeking qualified instructors for a per diem basis.

Send resume to:

LNA Health Careers



www.thememorialhospital.org

One of the Best Small Hospitals in New England

"As a recent graduate, Monadnock Community Hospital is the perfect atmosphere for a new nurse. The staff has been extremely friendly and supportive of me and I absolutely love working here."

--- Alana Bergeron, RN, APU



Located in Southern NH, **Monadnock Community Hospital** is a 62-bed acute care hospital dedicated to the philosophy that every employee makes a difference. We are a caring small hospital with big hospital talent and technology.

Reasons to work at MCH:

- Competitive Wages & Comprehensive Benefits
- Invigorating Workplace with Family-like Atmosphere
- Latest State-of-the-Art Technology
- Beautiful Campus & New Wellness Center
- Highly Supportive Work Environment
- Over 100 Primary Care & Specialty Care Board Certified Physicians
- Peterborough Voted One of the Best U.S. Small Towns

Opportunities:

Nursing Services

RN, LPN, LNA

Physician Practices

■ Medical Assistants, Nurse Practitioners, Office Nurses

Clinical Services

- Physical Therapists
- Respiratory Therapists
- Occupational Therapists
- Medical Technologists

To learn more about our exciting professional job opportunities, call 603-924-7191 email: Phyllis.Ferry@mch.crch.org Online: www.monadnockhosp.org

Monadnock Community Hospital

Care comes first

Committee Meetings:

ARNP Liaison Committee meets the third Thursday of the month as needed. The committee agenda is finalized 10 days before the meeting date. Please contact Judith Evans for more details

Practice and Education Committee meets on the first Thursday of each month. Please contact Anita Paris for more details and meeting dates.

Joint Health Council meets once each quarter usually the first Monday of the last month of the quarter, (e.g. Dec., April.) **Next meeting** March 7, 2005. See web site for agenda, minutes and other information.

All meetings are open to the public and are held at the Board office.

JOINT HEALTH COUNCIL MEMBERS

Members serve 3 year terms and are able to serve 2 terms for a total of 6 years

Appointed Dr. Wayne Dutch 12/4/00 Dorothy Mullaney, ARNP 12/4/00 Dr. Ira Schwartz

Dr. Peter Dicks 6/2/02 Dr. Charles Felton 9/11/00 Dr. Steven Whitcomb 9/11/00 Jack Neary, ARNP 3/4/02 Mary Bidgood-Wilson, ARNP 12/2/02 Dr. Jack Brown 7/22/04

For more information, check out the Council's website at: http://www.ncsbn.org or call NCSBN Testing Services, toll free at: 1-866-293-9600.

Did you know that the **National Council of** State Boards of **Nursing (NCSBN)** depends on nurses to assist in the NCLEX® item development process?

Volunteers are needed to write, review and judge items (test questions).

As a volunteer, you can:

- Earn contact hours.
- Contribute to continued excellence in the nursing profession.
- Have an opportunity to network on a national level.
- Build new skills that are useful at work as well as for professional growth.

HOLIDAYS OBSERVED

February 21, 2005 May 30, 2005 July 4, 2005 September 5, 2005 November 11, 2005 November 24, 2005 November 25, 2005 December 26, 2005

Social Security Numbers are now required

Pursuant to RSA 161-B:11. VI-a. the N. H. Attorney General's Office has advised that we require this information on all licensees. The question is being changed on all applications to reflect this requirement.

OPEN HOUSE









6/2/03





Watch Our Community Grow!



RiverWoods at Exeter is adding a new neighborhood called The Ridge at River-Woods. Same great premier life care community, in two locations. With your help, The Ridge will create an opportunity for seniors to have a productive and gratifying retirement lifestyle. The things you value most can be yours when you join the River-Woods team. Here you will have the opportunity to work in a beautiful community,

cultivate relationships with our enthusiastic residents, and enjoy an organization that makes an investment in your development.

Opportunities available for:

• RNs

• LPNs

• LNAs

All shifts available!

Becoming part of the RiverWoods community means enjoying true work-life balance, low staff-to-resident ratios and excellent benefits, which include, generous education reimbursement plans/scholarships, fitness center, pool, employee meal program and walking trails. Qualified candidates, please forward resumes to: Human Resources, RiverWoods At Exeter, 7 RiverWoods Drive, Exeter, NH 03833; Fax (603) 772-6308; Email mcameron@riverwoodsrc.org. You may also contact Human Resources at (603) 772-4700. EOE

Helping You Reach Your Potential @ www.riverwoodsrc.org.



As a healthcare professional you've worked hard to develop the knowledge, skills and personal style that make you so effective as a nurse. Wouldn't it be great to apply your skills in an environment where your abilities are respected, your efforts are rewarded and your contributions are truly appreciated?

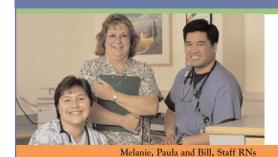
At Frisbie Memorial we offer all this and more. As part of the Frisbie team you'll be collaborating with people who care as much about each other as we do about our patients. The respect, kindness and support we offer each other are truly refreshing and it's all here waiting for you.

Registered Nurses

Please visit us online at www.frisbiehospital.com or call (603) 335-8169 to discuss our current opportunities.



In addition to a caring and collaborative environment, Frisbie Memorial Hospital offers an excellent salary and benefits package. An Equal Opportunity Employer.





When you begin a career with Lawrence General Hospital, you're accepting the opportunity to be a part of a culture of caring. Here, we work together to overcome daily challenges in our effort to provide some of the best healthcare in the region. If you're looking for teamwork, respect and a rewarding work environment, bring your career to Lawrence General.

STAFF RNs

Med/Surg • Critical Care • Maternal Child Health • Emergency Department • Operating Room

Lawrence General Hospital is an independent community hospital located just north of Boston in the Merrimack Valley. We are conveniently located just 30 miles from Manchester and Nashua, NH, with easy access from Rtes. I-93 and I-495.

Our attractive compensation package includes outstanding pay rates and shift differentials, 3 weeks' vacation, holiday and sick time, weekly pay cycles, dental and health insurance for full- and part-time positions, free parking, and a 403(b) retirement savings plan.



Please send your resume to: Lawrence General Hospital, Attn: HR Dept., 1 General Street, Lawrence, MA 01842; Phone: (978) 683-4000, ext. 2941; or apply online at: www.lawrencegeneral.org

We build and believe in a diverse workforce.

Board of Nursing Calendar..... Mark Your Calendar for These Upcoming Events

All meetings will be held in the Walker Building at 21 South Fruit Street, Concord, New Hampshire unless otherwise noted.

FEBRUARY 2005

Thursday, February 3, 2005
Practice and Education
Committee
5:00 - 7:00 PM

ABNBLI

ARNP Liaison Committee 5:00 - 7:00 PM

Thursday, February 17, 2005
Board of Nursing Meeting
8:30 AM - 4:00 PM
Open to the public

Monday, February 21, 2005 - President's Day - State Holiday

MARCH 2005

Thursday, March 3, 2005
Practice and Education
Committee

5:00 - 7:00 PM

ARNP Liaison Committee 5:00 PM - 7:00 PM

Monday, March 7, 2005

Joint Health Council Meeting

6:00 PM - 9:00 PM

Thursday, March 17, 2005

Board of Nursing Meeting 8:30 AM - 4:00 PM Open to the public

Thursday, March 24, 2005

Orientation Program for New Nurse Managers and Educators 1:00 - 4:30 PM

Pre-registration required

APRIL 2005

Thursday, April 7, 2005
Practice and Education
Committee
5:00 PM- 7:00PM

ARNP Liaison Committee 5:00 PM - 7:00 PM

APRIL 20, 2005

ANNUAL LNA DAY OF DISCUSSION GRAPPONE CENTER, CONCORD, NH 8:00 AM - 3:45 PM Pre-registration required

Thursday, April 21, 2005
Board of Nursing Meeting
8:30 AM - 4:00 PM
Open to the public

MAY 2005

Thursday, May 5, 2005Practice and Education
Committee

5:00 PM - 7:00 PM

ARNP Liaison Committee 5:00 - 7:00 PM

Thursday, May 19, 2005
Board of Nursing Meeting
8:30 AM - 4:00 PM

Open to the public

Monday, May 30, 2005 -Memorial Day Holiday - State Holiday

JUNE 2005JUNE 1, 2005

ANNUAL RN/LPN DAY OF DISCUSSION GRAPPONE CENTER.

CONCORD, NH 8:00 AM - 4:00 PM Pre-registration required

Thursday, June 2, 2005 LNA Awards Ceremony

10:00 AM

State House Grounds

Practice and Education Committee 5:00 PM - 7:00 PM

ARNP Liaison Committee 5:00 PM - 7:00 PM

Monday, June 6, 2005 Joint Health Council 6:00PM - 9:00 PM

Thursday, June 16, 2005
Board of Nursing Meeting
8:30 AM - 4:00 PM
Open to the public

JULY 2005

Monday, July 4, 2005 -Independence Day - State Holiday

Thursday, July 7, 2005
Practice and Education

Committee 5:00 PM - 7:00 PM

ARNP Liaison Committee 5:00 PM - 7:00 PM

Thursday, July 21, 2005

Board of Nursing Meeting 8:30 AM - 4:00 PM Open to the public

Choose a Nursing Career at DHMC





DARTMOUTH-HITCHCOCK MEDICAL CENTER

Lebanon, NH 03756 • www.dhmc.org

Inspiring Work. Inspiring People.

They don't come along every day.

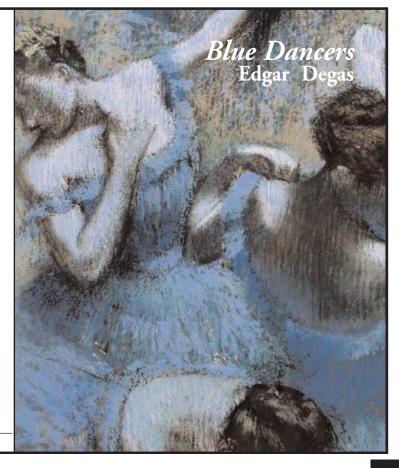
At St. Joseph Healthcare, we strive to make your job as inspiring as a great work of art. Built on a foundation of kindness and compassion for over 90 years, we've earned ourselves a reputation as the "caring" hospital among patients and medical professionals. This is the culture that led Solucient to recognize St. Joseph Hospital as a **Top 100 Hospital** for consistently improving overall performance at a substantially faster rate than peers across the United States. Our traditional ideals, combined with our commitment to staying on the cutting-edge of technology, create a unique, inviting workplace where–like Degas–you may just feel truly inspired.

For Nursing Career Opportunities, please call (603) 598-3309 or visit our website to apply online: www.stjosephhospital.com





St. Joseph Healthcare • 172 Kinsley Street • Nashua, NH 03060



The best employees choose the best hospital.



"I am shown, every day, that my effort is acknowledged and appreciated. Every day I go to work is like going to be with my family."

-Jason Kammann, Licensed Nurses Assistant, Endoscopy, Employed since November 2000



"Employees are respected and considered an important part of the organization. It's a pleasure to come to work every day."

-Lucie Hayes, Practice Manager Nashua Oncology and Hematology, Employed since December, 2002 "What I like best are the opportunities that you have here—the flexibility along with the fast pace, and the constant advancement in hospital technology."

- Cindy Stefanou, Secretary, Lab Employed since May 2000



"I appreciate the encouragement I get from my unit director, as well as others in management and education, to keep learning and growing."

- DonnaLee Elliott-McCabe, ARNP, MS Nurse Manager, Behavioral Health Employed since July 1991



Nursing Opportunities at Southern New Hampshire Medical Center:

Senior Supervisor Educator

Experienced RN needed to provide clinical consultation to the staff, mentor others in resource management, and assist in education. Responsible for overseeing staffing, scheduling and payroll for the department. Progressive clinical and leadership experience, along with a BSN, preferred. Full-time, off-shift and weekends.

Endoscopy

Full-time, days with on-call required. (Current Endoscopy or Critical Care experience required).

ICL

Full-time evenings.

NICU

Full-time, nights.

Operating Room

Full-time, days with occasional evenings.

Medical/Surgical

Part-time, evenings with every other weekend. Part-time, days with rotation to nights. Full-time, days with every other weekend. Full-time, nights.

Pre-Op/ PACU

Full-time, 32 hours per week, various shifts. Prior PACU or Critical Care experience preferred. ACLS and PALS required. Positions include on-call 3 nights per month and every 7th or 8th weekend.

The Birthplace

Full-time, nights with every other weekend.

Per Diem positions available in all areas. NH licensure or eligibility required for all nursing positions. For immediate consideration, please forward your resume to:

Southern New Hampshire Medical Center Attn: HR/NHBN

8 Prospect St., Box 2014, Nashua, NH 03061 or Fax: 603-577-5616

Competitive compensation and benefits package. We are committed to a drug free workplace. EOE M/F/DV



N.H. Board of Nursing 21 S. Fruit St., Ste. 16 Concord, NH 03301-2431

PRSRT.STD
U.S. POSTAGE
PAID
CONCORD, NH
PERMIT NO. 1478